

EUROPEAN NEWS

Frustrated talent looks beyond the Gonzalez horizon

BY PETER BRUCE IN MADRID

GATHERING personnel difficulties at the top of the Spanish Government, which have already led to heavy criticism of Prime Minister Felipe Gonzalez for tolerating inefficient ministers and for "falling" to make a long-awaited cabinet reshuffle...

OUTCRY IN SPAIN OVER GOVERNMENT'S STANCE ON N-WEAPONS IN VISITING NATO SHIPS

A CHORUS of protest and indignation has been set off in Spain by Mr Felipe Gonzalez, the Prime Minister, by declaring that the Government will not require NATO warships visiting Spanish ports to declare whether they are carrying nuclear weapons...

Nato. The Government recommended staying in Nato then but with three conditions, one of which read: "We will continue to prohibit the installation, storage or introduction of nuclear weapons on Spanish territory..."

However, he commented yesterday that his departure was "not imminent". Two other important department heads in the Ministry - the chiefs of the planning and budget department and the Patrimony, which administers the state's direct holdings in companies - also seem likely to leave...

to win a cabinet post in Mr Gonzalez's long-delayed reshuffle but seems to have given up waiting. Despite obvious weaknesses in health and transport policy, the responsible ministers appear unthreatened for now, and Mr Gonzalez, who is acquiring a presidential distance from the day-to-day government squabbling...

sign affairs, and is said to maintain regular contact with the Italian Socialist leader, Mr Bettino Craxi. Although a reshuffle this year cannot be ruled out, evidence of one in progress is hard to find.

performance the Prime Minister will want to use the appointment as a reward. Mr Rubio is keen to stay on, though, and Mr Gonzalez may not want to damage the bank's new-found international prestige as a disciplinary act by making a too-obvious political appointment.

Moscow blames US for delaying pact on strategic arms

BY QUENTIN PEEL IN MOSCOW

SOVIET OFFICIALS yesterday sought to pin the blame squarely on the US for delays in agreeing a 50 per cent cut in strategic nuclear weapons, on the eve of a new round of negotiations between Mr George Shultz, the US Secretary of State, and Mr Eduard Shevardnadze, the Soviet Foreign Minister.

"Unfortunately much time has been lost - by the American side," he said. "It is very difficult during the remaining time to compensate for time lost. Much will depend on what Secretary of State Shultz brings to Moscow on April 21."

Many workers see room for job reductions

BY QUENTIN PEEL

A LARGE majority of Soviet workers think many jobs in the country could be cut, particularly in the state bureaucracy, but most still consider unemployment wrong in principle. That is the conclusion of a sociological survey - an opinion poll by any other name - carried out by the outspoken Soviet government weekly newspaper, Moscow News.

Haughey turns a new Irish face to the US

BY KIERAN COOKE IN DUBLIN

THE CONNECTIONS between the Irish Republic and the United States run very deep. More than 40m Americans claim Irish ancestry. Much of the character of US politics, both the good and the bad, was formed back in the "mother country."

Mr Haughey will be trying to explain some of the political and economic realities of Ireland frequently ignored by US groups whose perceptions of the old homeland are often felt by Irish officials to be dangerously simplistic.

and economic realities of Ireland, often ignored by US groups whose perceptions of the old homeland are often felt by Irish officials to be dangerously simplistic. Mr Haughey's popularity at home continues to grow despite his Government's imposition of an extremely tough economic programme, including widespread cuts in public expenditure.

will be demonstrating about approval by the Irish Parliament of an extradition pact with Britain last year. Groups such as Noraid, which is believed to channel funds to the IRA, say this represents a dangerous accommodation with Britain.



Haughey: treading old paths and new in the US.

Chirac casts for votes in centre

By Paul Solis in Paris

MR JACQUES CHIRAC sought yesterday to attract centrist voters to his cause by suggesting that the next French Government should include technocratic figures.

Bonn rejects Honecker ploy on nuclear arms

BY DAVID MARSH IN BONN

CHANCELLOR Helmut Kohl of West Germany has rejected a so-called "third zero" arms deal eliminating short-range nuclear missiles in Europe in an unpublished letter sent last month to Mr Erich Honecker, the East German leader.

Small nations set to benefit most from EC single market

BY WILLIAM DAWKINS IN BRUSSELS

THE MAIN winners from the European Community's drive to create a single market by 1992 will come from the small member states and not, as widely thought, from the most powerful economies, says a US study.

will be nearer 2 per cent. This assumes that the VAT package is adopted in gradual steps starting next year. Smaller member states look set to gain more than most from ending internal European trade barriers because they depend more on trade with the rest of the EC than their larger Community partners, DRI points out.

Greece, Portugal and Spain will benefit from their geographical positions on the edge of Europe. By definition, their exports to other EC countries have to cross more boundaries than their French or West German counterparts, so that they will feel a greater benefit from the ending of border controls.

Advertisement for Banca Manusardi e C. featuring the bank's logo and contact information for Milan and Rome offices.

Greece stresses importance of Cyprus accord

By Andriana Ierodiakou in Athens

ATHENS warned Ankara yesterday that a solution to the Cyprus problem involving the withdrawal of Turkish troops from the island was the key to a lasting improvement in Greek-Turkish relations.

Pöhl reaffirms inflation is Bundesbank priority

THE FIGHT against inflation remains the prime task of West Germany's central bank, Bundesbank president Mr Karl Otto Pöhl said yesterday, Bernter reports from Frankfurt.

Unemployment rises sharply in Hungary

UNEMPLOYMENT in Hungary has risen from 10,000 jobless last year to 30,000 this year, and is expected to go up by another 19,000 later this year, a labour official was quoted as saying yesterday, AP reports from Budapest.

California judge rules to extradite West German

A CALIFORNIA judge has ruled in favour of the extradition of Mr Joachim Schmidt, a former foreign exchange broker whom West German judicial authorities want to question in connection with the currency fraud revealed at the Volkswagen (VW) motor group a year ago.

Advertisement for Cleveland Potash, highlighting its status as the UK's only potash producer and its award-winning quality.

California judge rules to extradite West German

Charges could now be prepared soon, it added. If Mr Schmidt's extradition was delayed, charges could still be laid against others alleged to have been involved.

California judge rules to extradite West German

He disappeared from his Frankfurt office shortly after the fraud was uncovered and had been sought around the world.

California judge rules to extradite West German

VW set aside DM 473m (\$285m) in its 1986 accounts to cover the fraud losses.

California judge rules to extradite West German

The extradition order is expected to be signed on Monday, though Mr Schmidt's lawyer said an appeal would be made, saying the documents had been wrongly prepared.

California judge rules to extradite West German

The state prosecutor's office in Lower Saxony, where VW is based, said appeals could be lodged at two further legal stages, but described the chance of the extradition effort succeeding as "not bad."

Published by the Financial Times Group... FINANCIAL TIMES, US\$5 per copy... 11, South Molton Street, London W1P 5LJ, England.

WORLD TRADE NEWS

Moscow urged to encourage joint ventures

BY QUENTIN PEEL IN MOSCOW

SHARP criticism of the Soviet system of joint ventures with Western companies, a sudden spate of which has been announced in recent weeks, has led to a new call for the creation of favoured economic zones to attract foreign investment.

Taiwan may seek end to EC barriers

BY BOB KING IN TAIPEI

TAIWAN is likely to insist that EC nations drop many of the tariff and other barriers that block Taiwan's access to Western European markets before it grants them the same preferential treatment that may be afforded to the US.

Australia denies misuse of its uranium

By Chris Sherwell in Sydney

THE Australian government yesterday denied allegations that its uranium was being diverted away from peaceful uses because of breaches of its international safeguards.

Tanker industry 'needs reform'

BY KEVIN BROWN, TRANSPORT CORRESPONDENT

THE tanker industry faces a period of radical change over the next decade if the ageing world fleet is to be replaced, according to a report published today.

Barbara Durr reports on ambitious sales targets for a clothing exports promotion

Rich textile potential gives Garcia ideas

NEXT year the cotton-knit shirt hanging on the rack, whether it be at Marks and Spencer or Bloomingdale's, may well be Peruvian-made.

Clothing is the first priority in a new export promotion campaign in which Peru wants to increase its clothing exports from last year's modest \$40m to \$400m by 1991.

goal is not too ambitious.

The Government also considers that a clothing push will enjoy the country's competitive advantage of being a producer of high-grade alpaca clothing.

In addition, the collapse in Peru's consumer boom means that the domestic market is shrinking fast and producers are anxious to turn elsewhere for sales.

Government and industry officials say the tenfold jump will be achieved largely by converting or expanding the country's more developed textile industry, which exports approximately \$175m per year in yarns, cloths, and non-apparel items.



Garcia: incentive package

committee, believes that garment-makers will jump in to raise exports for this year alone by 50 to 60 per cent.

use only 15 per cent foreign content in its products.

Only 44 garment-makers out of his committee's 200 members can already or will soon be able to meet such conditions, according to Mr Marquez.

Mr Vega cautioned that, while the clothing plan is promising, exporters in general have been discouraged by poor rates of exchange under the Garcia Government.

nothing more than put us at the same level as our international competitors," said one company executive.

Low business confidence could dampen the success of the plan. There is general concern about the Government's consistency; a benefit given today could be wiped out tomorrow, company executives say.

Mr Cornejo seems confident that Peru will be able to place its relatively small amount of clothing in a worldwide market of about \$64m.

Garment-makers are targeting the US, where Peru has consistently used only about half its clothing quota, and Europe.

Deutsche Airbus may move production abroad

DEUTSCHE AIRBUS, a West German part of the European consortium making the Airbus airliners, may move some production abroad to cut costs, according to Mr Franz Josef Strauss, its supervisory board chairman, Reuters reports from Hanover.

Hall Engineering the metal processing and distribution group congratulates Stadco Ltd. on winning THE QUEEN'S AWARD FOR EXPORT ACHIEVEMENT 1988. These exports are making a significant contribution to the improved results of the parent group.

ICL 1988 Another giant performance. We are proud to have received the Queen's Award for Technological Achievement for our world-beating Series 39 mainframes. We invest millions of pounds annually to ensure that we remain at the forefront of information technology, and our customers at the forefront of their markets.

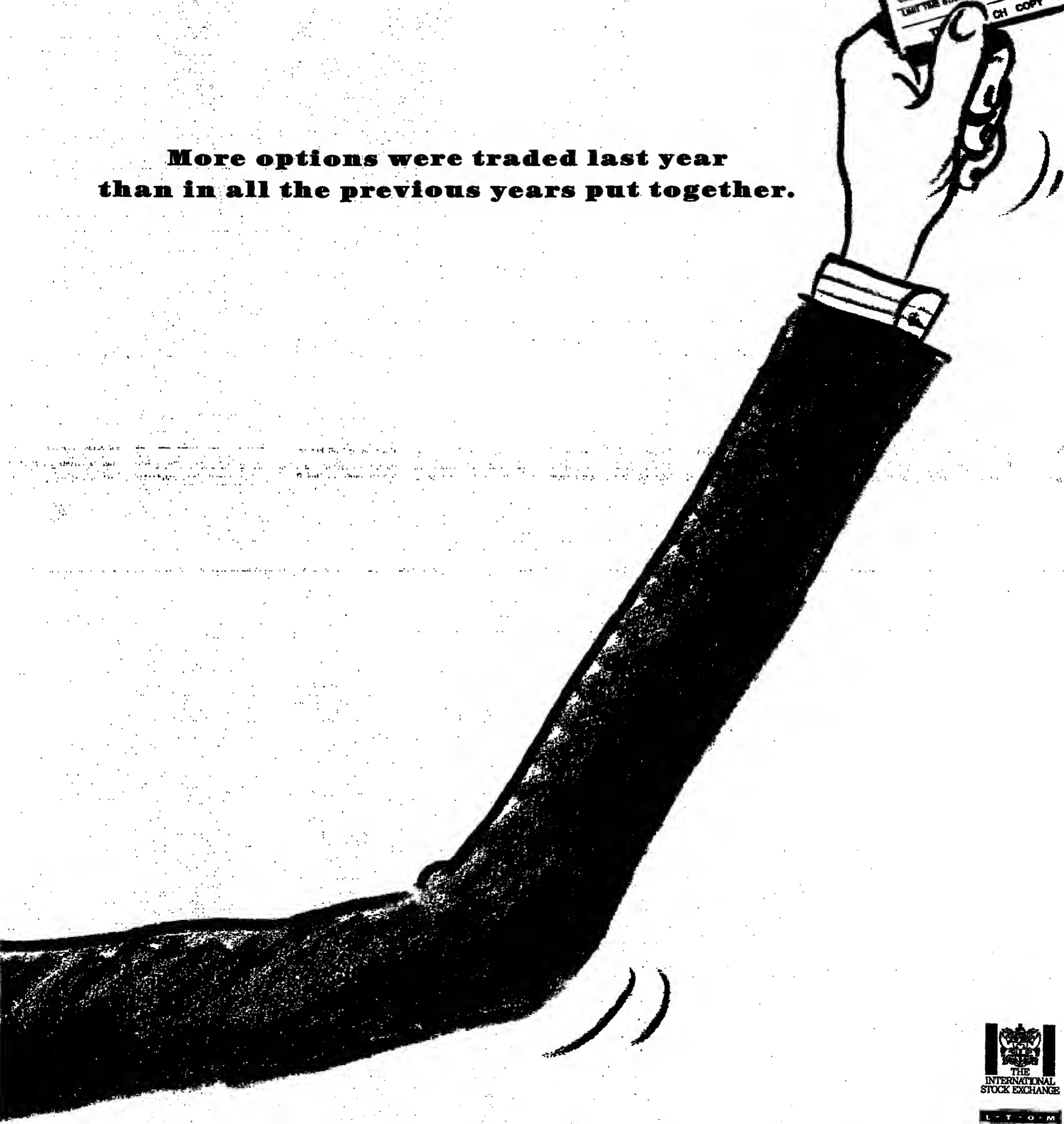
Iraq offer
halt to
attacks
on cities

inties

fuge

EXECUTION TIME STAMP		SELL	
BUY	CALL	PUT	ETC
AMERICAN		CLIP NO.	OPEN
L10M		0970	DECLINE
DATE	CLASS	MONTH	EXPIRES
10	501	MAY	1988 15
QUANTITY	CONTRA PARTY	PREMIUM	
1			
2			
3			
4			
5			
DATA		TRAD	REPORT
OPTIONAL DATA			
CLIENT NO.			
LIMIT TIME STAMP		CH COPY	

More options were traded last year than in all the previous years put together.



78 — 79 — 80 — 81 — 82 — 83 — 84 — 85 — 86 — 87 — 88

THE MARKET TO MANAGE RISK IS TEN YEARS OLD TODAY.



IBM
Digital
Olivetti
Philips
Nixdorf
Ericsson
Nokia
Bull
Siemens
Etc.

It is difficult to rank the computer companies in Europe when it comes to the number of workstations they have installed in large organizations.



However, it is pretty clear that if we are not already the second largest company in Europe with more than 600,000 terminals and PCs installed, we intend to make sure of that position in the very near future.

Nokia Information Systems and the Data Division of Ericsson Information Systems. Now one company, big enough to be a long-term business partner for European companies, and strong enough to be a vital force on the European computer market. Nokia Data.

NOKIA DATA 

Call Nokia Data: Denmark (02) 84 33 66 Finland (0) 1241 France (01) 47 80 7117
The Netherlands (03480) 70911 Norway (02) 15 29 00 Spain (91) 4571111 Sweden (08) 7642000
Switzerland (01) 821 59 21 UK (021) 765 44 44 West Germany (0211) 61090

UK NEWS

Norwegians plan oil rig facility for Scotland

BY KAREN FOSSLI IN OSLO AND JAMES BUXTON IN EDINBURGH

NORWEGIAN Contractors, a Norwegian offshore construction company, plans to establish a facility in Scotland to build concrete platforms for the oil and gas industry.

The group expects to choose between two shortlisted sites next week.

The news is encouraging for the Scottish offshore fabrication industry, which has been in dramatic decline for the past two years. It follows the announcement earlier this week that Kvaerner Industries is negotiating to buy British Shipbuilders' yard at Govan on the Clyde.

A team from Norwegian Contractors, a subsidiary of Aker Norcem, Norway's largest private industrial group, has recently visited fabrication yards in Scotland. Mr Frode Getvik, a company spokesman, said yesterday that two yards, Ardyne Point on the Clyde and Kishorn in north-west Scotland, had been shortlisted.

Kishorn yard was the most

likely choice, he said.

Both yards are currently in care and maintenance. Kishorn was formerly operated by Howard Doris but went into receivership in September 1986 and completed its last contract during 1987. Ardyne Point belongs to Sir Robert McAlpine and Sons, and has built nothing since the 1970s.

Norwegian Contractors would either lease or buy the chosen yard, but details have yet to be worked out and negotiations held with the chosen yard's owners.

Other civil engineering companies had expressed interest in taking over the facility.

Norwegian Contractors would either build parts of the concrete platform substructure or construct the entire substructure in Scotland, then tow it to a deep Norwegian fjord where it could be mated with a platform deck. Mr Getvik said that even with towing costs added, it would still be cheaper to build the platforms outside Norway.

FT journalist wins award

JANET BUSH of the Financial Times has been named best junior financial journalist of the year in the Harold Wincott financial journalism awards for 1987 announced yesterday. The award is worth \$800.

Best business paper of the year is Business, the monthly magazine owned jointly by Conde Nast and the Financial Times and edited by Mr Stephen Fay.

Mr Clive Crook of the Economist has won the senior financial

journalist of the year award and a prize of £1,500.

There is a special award for Mr Robert Head, City Editor of the Daily Mirror, for the innovative coverage of money affairs he has developed.

The awards were presented in the London yesterday by Mrs Joyce Wincott, widow of Mr Harold Wincott. They commemorate the work of the former financial commentator.

SURVEY FINDS SALARIES FOR WOMEN OUTPACE MEN

Managers' salaries rise 10%

BY MICHAEL SKAPINKER

BRITAIN'S managers and directors have seen their pay rise by an average 9.9 per cent over the past year, according to a survey published yesterday by the British Institute of Management and Remuneration Economics.

The average British manager now has an annual salary of £22,560. The average annual salary for directors is £40,771, up 11.9 per cent on last year.

Taking account of reductions in tax and national insurance, the average net income of directors and managers combined rose by 10.7 per cent last year.

The survey of 22,331 managers and directors in 392 companies found that women managers pay rose faster than that of their male colleagues, by 11.3 per cent over the past year to £17,984. Managers in small businesses — those with a turnover of less than £20m — did not fare as well as their colleagues in large companies. Over the past year, their average earnings increased

MEDIAN TOTAL ANNUAL EARNINGS (£)

Chief executive	55,000
Deputy chief executive	30,000
Other directors	22,485
Senior management I	20,516
Middle management I	17,838
Middle management II	14,450

by 7.8 per cent to £18,506.

The survey found that Britain's best-paid managers worked in banking, finance, insurance and business services. Managers in these sectors earned 24 per cent more than the national average.

The worst-paid managers were in the textiles, leather, clothing and footwear industries, where they earned 25.3 per cent less than the average.

The survey showed a fall in the average time managers and directors had been with their companies. The number of those with their company for more than 30

years fell by almost a third since 1985.

The survey found that a significant reason for this was that an increasing number of companies had reduced their retirement age. Of the managers and directors surveyed, 33.6 per cent were employed by companies with a compulsory retirement age of 63 or younger. In 1987, the proportion was 27.3 per cent.

The number of managers and directors with company cars increased to 70.4 per cent from 68.3 per cent in 1987. Middle managers in smaller companies, however, were less likely to have company cars than in 1987. Only 29.8 per cent of these managers had company cars, compared to 35.7 per cent a year ago.

Companies were also found to be giving their managers longer holidays. The survey said that 85.7 per cent of managers received five weeks' holiday, compared to 82.4 per cent a year ago.

Cellophane jobs go as worldwide sales slip

By Alice Rawsthorn

A DECLINE in the world demand for cellophane and the uncompetitive sterling exchange rate have forced Courtaulds, the textiles and chemicals group, to cut jobs at its Cellophane packaging plant in Somerset, in the west of England.

The group has decided that the plant's cost base must be reduced if it is to remain competitive.

As a result, capacity will fall from 22,500 tonnes to 18,000 tonnes a year and 340 jobs will be lost from the workforce of 1,780.

Mr Brian Toomey, a divisional director of Courtaulds which leads the world cellophane market, said that the reduction in output combined with the reorganisation of the remaining plant should boost productivity by 25 per cent.

The international market for cellophane — which is used to wrap chocolate bars and fragrances — has declined by 12 per cent a year for the past decade, according to Courtaulds.

The reason for this fall is the emergence of new packaging products.

Mr Toomey said that this problem had been compounded by the recent rise of the pound which had made the cellophane produced in the UK less competitive in the world market. Courtaulds exports 80 per cent of its cellophane.

He said that the exchange rate had proved particularly difficult from the beginning of the year.

India accounts for largest share of debts to Britain

BY RALPH ATRONS

INDIA accounted for the largest share of official debts outstanding to the UK in 1986.

The amount outstanding totalled \$264.2m — but this was almost half the \$519.1m outstanding by India at the end of 1978.

The figures, presented in a parliamentary written answer, cover amounts outstanding to the Overseas Development Administration and the Commonwealth Development Corporation.

The second highest borrower was Zambia which, at the end of 1986, had debts of \$37.5m out-

standing compared with \$69.8m in 1978.

Countries notable for making significant cuts in their outstanding debts with the UK included Uganda where the total fell from \$19.1m in 1978 to \$3.3m in 1986. In the same period Nigeria cut its UK debts from \$34.4m to \$12.0m.

Montserrat also saw a large fall in its debts outstanding to the UK — at least in percentage terms. In 1978 it owed the UK about \$37,000 but in 1986 this had fallen to just \$3,000.



Laboratory of the Government Chemist

Holder of a Queen's Award for Technological Achievement 1988 for the work of the LGC Materials Technology Group in the development of a new dental filling material.

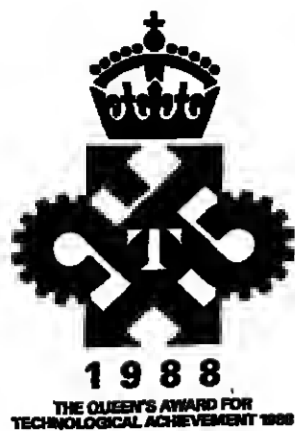
LGC — a scientific establishment of the Department of Trade and Industry Cornwall House, Waterloo Road, London, SW18 1RY Tel 91 211-7900

dti
the department for Enterprise



Specialists in White & Coloured Damask Tablecloths & Napkins, Leno Cellular Shirting, Pyjama Fabrics, Industrial Fabrics, Mattress Tickings, Bed Linen, Cleaning Cloths, Chefswear & Aprons.

Hildon Manufacturing Co. Ltd., Clifton Mill, Pickup St., Owsalchwistle, Accrington, Lancs, BB5 0EY, England. Tel: (0254) 961731. Telex: 336233 HILDEN G. Fax: 394031.



Graseby Ionics Limited is proud to have won The Queen's Award for Technological Achievement 1988 for the development of a hand-held Chemical Agent Monitor.

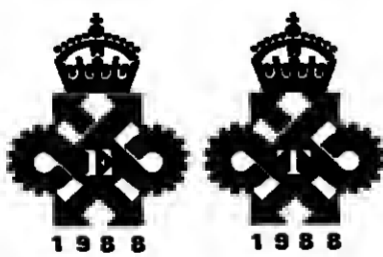
Graseby Ionics Limited is a company within the Defence and Instrumentation Division of Cambridge Electronics Industries plc.



CAMBRIDGE ELECTRONIC INDUSTRIES PLC



wins Queen's Awards



Not many companies are honoured by two Queen's Awards in one year — one for Export Achievement and another for Technological Achievement. But then not many companies have British Gas's ability to apply space age technology to the needs of their own customers and then to export that technology worldwide.

The Awards were given to the On-Line Inspection Centre of British Gas at Cramlington, Northumberland for its development and international commercial exploitation of a device which can inspect buried fuel transmission pipelines internally, in situ, whilst they remain in service. Called an intelligent pig, it is a self-contained vehicle which passes along the pipeline driven by the pressure of gas or oil flowing through it. It carries on board a micro-miniaturised recorder capable of storing thousands of millions of separate readings, and a highly sophisticated computer to examine the readings from the pig's sensors and to eliminate irrelevant data.

The whole vehicle has to be able to withstand severe shocks, high pipeline pressures and to operate at accelerations of up to 25 G.

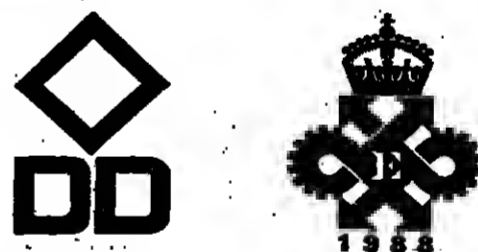
A typical 'pig' run of about 80 kilometres produces enough data to occupy many hours of mainframe computer time back at base, enabling the technicians to pinpoint the location of any flaw in the pipeline to within a metre.

All the main pipelines of British Gas have been — and continue to be — inspected in this way.

The Queen's Award for Export Achievement reflects the success of the On-Line Inspection Centre of British Gas in developing overseas markets for the intelligent pig — in North America, Europe, Australasia, the Middle East and Africa — for both offshore and land pipelines.

The development of the intelligent pig is just one example of the commitment shown by British Gas to continuing investment in high technology in the interests of its customers. Because, at British Gas we believe that it makes good business sense to put our customers first.

British Gas
ENERGY IS OUR BUSINESS



Diolch!

What else could we say, but a heartfelt 'Thank You' (In Welsh, of course). Doncasters Blaenavon Ltd of Blaenavon, Gwent, are proud to receive the Queens Award for Export Achievement 1988 in recognition of our three fold increase in exports of superalloy forged rings and casings.

We would like to thank all our customers and suppliers at home and overseas whose business and support has resulted in the Award.

Doncasters Blaenavon Limited
Farge Side, Blaenavon, Gwent, South Wales NP4 9XG
An INCO ENGINEERED PRODUCTS LTD Company

HGV WITHOUT THE GBH.



Get on the road to trouble-free vehicle management and contract hire. Talk to the leading experts today. Ask for Tom Ford on (0743) 241121.

Fleet Management Services Ltd.

Over 30 years in the driving seat.

Three clearing banks set up joint debit card

BY RICHARD WATERS

THREE of Britain's top five clearing banks yesterday announced the launch of a joint debit card system this autumn which will compete with cards already produced by Barclays and planned by Lloyds, the other two leading clearers.

The joint launch of the Switch debit card system, by National Westminster, Midland and Royal Bank of Scotland, establishes clear battle lines in the war over debit cards. The cards are designed to reduce costs for banks and retailers by debiting a customer's account automatically.

Barclays and Lloyds have put themselves under the Visa umbrella, with Barclays acting as agent for the cards of both banks. The three Switch banks say they expect to have 10m cardholders by the middle of next year. Barclays' Connect card, on the other hand, has already attracted more than 1m holders in the nine months since its launch. The automation of transaction payments should enable costs to fall substantially, although it will be some time before the necessary in-shop terminals are in place.

A combined system to accept all debit cards is being devised by EPOS UK, a joint venture of all the major banks, and will be launched next year.

The banks say the cost benefits will not be felt for several years as they will bear considerable start-up costs and will continue to face the fixed costs of the cheque clearing system. The banks are launching their cards early to establish a position in the market.

Cards in the Switch system will act like a normal cheque guarantee card in shops which do not have the machines to handle automatic debits.

The joint launch of Switch, undertaken after discussion with retailers, is likely to escape most of the controversy surrounding the launch of Connect and Vector, an earlier Midland card.

Barclays originally planned to charge retailers a percentage of each transaction using Connect, much as it charges for credit card transactions, but changed to a fixed charge for each transaction after a storm of protest from retailers. Midland withdrew the Vector card last summer, a month after its launch, because it feared a boycott by retailers.

KINNOCK ACTS TO STAMP OUT ROWDYISM IN PARLIAMENT Rebel MP disciplined by party

BY MICHAEL CASSELL, PARLIAMENTARY CORRESPONDENT

LABOUR LEADERS last night acted to stem mounting indiscipline among the party's MPs in the House of Commons.

They are recommending a three-month withdrawal of party managerial duties at Westminster from Mr Ron Brown, the MP who damaged the Commons Mace - the ancient symbol of parliamentary authority - in a Commons protest earlier this week.

Mr Brown threw the mace to the floor after angry scenes on Monday night. MPs had been debating the Government's controversial social security proposals.

The unanimous decision by party leaders, the first of its kind for more than 20 years, came hours before Mr Brown, the MP

for Leith, faced a Commons debate on a motion calling for his suspension for 20 working days. The motion was agreed by Conservative and Labour whips (party managers).

Some Conservative MPs were planning to maximise Labour's embarrassment by calling for a lengthier suspension for Mr Brown and for the withdrawal of his parliamentary salary.

The Labour recommendation has to be confirmed by members of the parliamentary Labour party, who must first give Mr Brown the chance to defend his actions to them. That opportunity will be denied him until after the end of any suspension imposed by MPs.

Withdrawal of the whip, regarded as the ultimate sanction

available to the party leadership for use against rebel MPs, would ban Mr Brown from meetings of the parliamentary party.

The decision would also prevent him from sitting on Commons committees and would remove support services provided at the Commons by the Labour Party.

Yesterday's action, which follows a series of rowdy scenes and subsequent suspensions on the Labour benches, mainly involving left-wing supporters, reflects the party's mounting anger at the behaviour of a small but vicious group of MPs.

Mr Neil Kinnock, the Labour leader, and his colleagues are particularly annoyed that the scenes in the Commons have detracted from the party's recent



Ron Brown: ultimate sanction

successes in attacking a series of controversial government measures, including the social security changes and the community charge proposals.

Feeders of world markets rewarded

A BRITISH company that provides products to the Italian market, another that packages Japanese-made computers and sells them to the Japanese and a fish company with a brisk trade in feeding French and Australians with their favourite shellfish are among 103 companies honoured today for their role in influencing the UK balance of payments.

The three companies - Cotswold Pig Development Com-

pany of Lincoln, BCS International of Cardiff, and Fastnet Fish of Grimsby, south Humberside - each collect a 1988 Queen's award for export achievement.

The number of export winners this year is slightly down on 1987 and 1986, despite some 20,000 applications forms being sent to hospital companies. One company won an export award on its 16th attempt.

A record 43 companies, how-

ever, have gained the Queen's Award for technological achievement. Twelve, again a record, picked up both that award and the export award.

The export winners, which have to demonstrate consistent outstanding growth in overseas earnings over a three-year period, include Baring Securities, the first stockbroker to be honoured.

Its remarkable growth has not been halted by the October

stock market crash. Mr Christopher Heath, the 41-year-old chairman renowned as the highest paid executive in Britain when he earned £2.5m in 1986, says staff worldwide has grown by 20 per cent since the crash.

Heavy industry makes a strong showing this year with 15 export winners. High technology companies also did well.

Details, Pages 12 and 13

British Coal to shed 2,000 white collar jobs as losses loom

BY MAURICE SAMUELSON

BRITISH COAL is expected to shed about 2,000 regional managers and office staff next year in a reorganisation designed to reflect the contraction in its number of coal mines.

The shakeup was announced on Tuesday to senior officials of the industry, who were also informed that although the Corporation still hopes to break even this year, its losses for 1987-88 are likely to reach an alarming £500m, nearly double the previous year's level.

Some £200m of the losses will be offset by a deficit grant recently authorised by the Government, leaving a bottom line loss of some £300m.

This will be far higher than the level predicted a year ago and reflects continuing pressure on coal prices, terminal depreciation costs of closing a higher than expected number of collieries and about £100m which the Corporation claims was lost by industrial action.

Nevertheless, with productivity rising to further records and with no new collieries expected to start this year, the Corporation is sticking to its target of breaking even in the current financial year.

The 1987-88 losses, however, are believed to have dictated the

timing of the regional reorganisation. Under its terms four of its eight geographical production areas - South Wales, Scotland, the North East and Western area - will next year be downgraded to the status of "groups", some of whose non-production functions will in future be handled centrally rather than locally.

This will leave the Corporation with only four fully fledged production areas: North and South Yorkshire, Nottinghamshire and the Central Area.

Mr Alan Wilson, general secretary of the 10,000-strong British Association of Colliery Managers, yesterday put a brave face on the changes, calling them "a logical step".

Although it would cost about 10 per cent of management jobs, this still represented a slackening in the rate of redundancies experienced in the past two years. The impact would also be cushioned by the assurance that there would be no compulsory redundancies.

Of the 2,000 regional job losses, about half would be from management, with the rest from technical, secretarial or clerical staff.

Last year, the Corporation shut 16 collieries and its overall workforce dropped by 23,000 to the present 118,000.

Seamen, P&O meet in bid to end strike

BY JIMMY BURNS, LABOUR STAFF

P&O European Ferries and the National Union of Seamen were meeting last night in a last-ditched effort to agree to end their 11-week-old dispute after the company claimed that 300 out of 2,200 striking seamen based in Dover had accepted its proposals for new working conditions.

The surprise meeting - the first between the two sides in more than five weeks - involved senior and local NUS officials and P&O's Dover-based management.

It is believed to have been hastily arranged after secret talks between Sir Jeffrey Sterling, P&O's chairman and Mr John Prescott, the NUS's sponsored member of Parliament who is acting as unofficial broker in the dispute.

Both men are believed to have concluded that both sides could work towards a settlement which would avoid a potentially highly controversial challenge to the union.

Before last night's meeting the company announced its firm intention to put its ships back to sea after the expiry of a 6pm deadline for acceptance of the

new terms. These include 362 redundancies, new shift patterns, and a much simplified salary structure.

NUS strike leaders, who have rejected the terms, meanwhile claimed company's figures to be exaggerated and that most P&O members remained on strike.

Mr Colin Bennett, the union's Dover branch secretary said: "The company is trying to use false propaganda to get the men back to work. But they're not going to be able to get their ships out without us."

The dispute thus appeared to be moving towards a situation next week in which P&O could become the first major British ferry company formally to break with long-standing industrial links with the NUS.

P&O indicated, however, that it did not consider de-recognition of the NUS as inevitable. "We feel that the NUS can still play a constructive and very positive role," one senior P&O executive said last night.

P&O last night however described the meeting as clarification and not a negotiation.

IMI plc, the international advanced industrial group, is proud that TWO of its UK companies have won Queen's Awards for Technological Achievement.

Trust IMI to go one better



'Eleyprime' - a drop of water does the trick

For 160 years Eley has led the world in applying advanced technology to making sporting ammunition.

Yet its Queen's Award Achievement might appear to be simple - making powders explosive by adding water.

'Eleyprime' is a method of mixing percussion cap composition as non-explosive dry powder, which becomes explosive only when a drop of water, added to each cap shell, produces a chemical reaction.

Developed by IMI and Eley scientists and engineers as a safer method of priming cartridges, 'Eleyprime' also offers significant reductions in labour and material costs with savings of up to 75 per cent in production space.

Advanced computer control maximises economies, ensures quality control, and helps to increase output.

'Eleyprime', used for all Eley products, is tested and approved by the Ministry of Defence, and is licensed for use in several countries throughout the world.



At 600°C+ only IMI Titanium can take the heat

More than 30 years ago IMI began developing high-duty titanium alloys for use in aircraft gas turbine engines.

Its IMI 685 alloy, designed to work up to 520°C, won a Queen's Award 21 years ago and is widely used in Rolls-Royce engines, including the RB 211, and those of most other European manufacturers.

Since then two further alloys, IMI 829 and IMI 834, have pushed operating temperatures up to and beyond 600°C - at least 70°C better than any other non-IMI alloy.

These alloys overcome problems of tensile, fatigue and creep strength. They can be welded and formed without losing their metallurgical stability and strength.

They have greatly contributed to the development of the modern fuel-efficient aero engines. They are unique. They lead the world. IMI 834 is being assessed in the USA and, in Europe, is being evaluated for the new four-nation European Fighter Aircraft (EFA).



These awards illustrate the commitment of IMI companies to excellence and innovation in all fields. IMI continues to concentrate on the application of modern technology to improve production methods, product quality and to develop new products.

Spending on research and development in 1987 was £8.4m, and this programme is backed by continuing expenditure on investment in the best plant available for IMI factories; in 1988 capital spending will amount to around £50m.

Half of IMI's total sales are outside the UK, and in 1987 IMI Radiators, a major supplier of heat exchangers to the automotive and other industries, received a Queen's Award for Export.



In 1987 IMI achieved sales of £861m and pre-tax profits of £92m in building products, drinks dispense, fluid control, special engineering and refined and wrought metals.

IMI plc, Birmingham, England




"Fastnet Fish (Exports) Ltd., a member of Fastnet Fish Holdings p.l.c. is very proud to have received the Queen's Award for Export Achievement 1988.

We would like to thank everyone who has helped to make this achievement possible."

Fastnet Fish (Exports) Limited



Marsden Road Fish Docks, Grimsby, South Humberside. Grimsby (0472) 240777 Telex 527363 Fax 0472 241852



We are proud to announce that

FORESTOR


has been granted The Queen's Award for Export Achievement.

We are particularly pleased because it is the first time this honour has been won by anyone in our industry and it also happens to be our 25th anniversary year.

Our success in gaining this coveted award is due to our commitment to produce, through research and development, quality machines, which the industry needs, at affordable prices. This applies equally at home and abroad.

FORESTOR has grown to be the world's largest manufacturer of both static and mobile horizontal bandmills for timber conversion, and a leading manufacturer of machinery for sawmill, forestry and farm woodland use and more recently for joinery and furniture factories.

FOREST SAWMILL EQUIPMENT (ENGINEERS) LTD
3 Blenheim Lane, Whitcomb, Hants. RG38 7AX, England.
Telephone: Whitcomb (0256) 892280.
Telex: 839229 Forest G.
Farnham: Whitcomb (0256) 893481.
Telegraphic Address: Papan Whitcomb Hants.



UK NEWS

HIGHER PERSONAL INCOMES GENERATE INCREASED SALES

Scots business sustains rising trend

BY JAMES SUXTON, SCOTTISH CORRESPONDENT

BUSINESSMEN in Scotland are still bullish about short-term prospects for the Scottish economy, according to the latest quarterly survey of business opinion. The Stock Exchange crash has had negligible effect on Scotland, while the recent rise in sterling has not yet had an adverse effect on export performance. The Scottish Chambers Business Survey, conducted by the Fraser of Allander Institute, shows that companies in all sectors except construction received more orders and made higher sales during the first quarter of 1988. All sectors, including construction, expect increased demand in the next three months. Employment has risen and companies expect it to increase further during the next quarter. The most optimistic sectors are retailing and wholesaling where rising personal incomes are producing increased sales. In manufacturing, companies are showing confidence as a result of higher orders from consumers, strong investment spending by other

companies and sustained growth in exports. But although companies in the construction sector are positive about the future, their confidence is not based on new orders or work in progress, both of which fell in the first quarter of the year. The survey, carried out between March 7 and April 6 by the Chambers of Commerce of Glasgow, Edinburgh, Dundee and Aberdeen, suggests that supply bottlenecks may be emerging in retailing, wholesaling and construction.

In the distribution trades some companies say that insufficient floorpace and stock shortages will be a constraint on development over the next three months. Mr Ian Lang, the Scottish Industry Minister, yesterday welcomed the survey. He said that although the decision of Ford not to proceed with its Dundee electronics components plant had "cast an air of gloom about the Scottish economy," the survey suggested that it was unfounded.

Industry 'to blame for skill shortages'

BY OUR LABOUR CORRESPONDENT

SKILL SHORTAGES in the UK electronics industry have been more persistent than in competitor countries largely because British electronics companies have been much slower than their counterparts to respond with developed training programmes, according to the preliminary findings of a report prepared by the National Economic Development Office.

The report covers skills shortages, graduate supply, and company training in Britain, and six other major OECD economies including Japan, the US and West Germany.

Most initiatives to tackle electronics skill shortages in the UK have come from the public sector, the report says. It concludes: "Corporate responses have fallen a long way behind our principal competitors and have generally been limited in scale." It says skills shortages have been much more acute in France and West Germany, but have been met by swift and more effective responses.

ICL plans to invest £125m in training

BY CHARLES LEADBETTER, LABOUR CORRESPONDENT

ICL, the UK computer manufacturer, plans to invest more than £125m over the next five years in training, to provide an average of 10 days' training a year for its 20,000 employees, Mr Peter Bonfield, the company's chairman disclosed yesterday.

Mr Bonfield, speaking at a seminar on information technology skill shortages organised by MSF, the general technical union, said the company's investment in training had risen from about £7m a year in the early 1980s to about £22m last year. This was equivalent to 1.75 per cent of the company's revenue, and provided an average of eight days' training for each employee last year.

The company spends about 6 per cent of its annual revenue on investment in plant and equipment, Mr Bonfield said. Although few other British companies disclose the scale of their spending on training, the ICL programme is thought to be one of the most rigorous recently undertaken by a British company.

ing was twice that of comparable British companies, about the same as US competitors but still only about half the investment of Japanese manufacturers.

Mr Bonfield identified several key elements of ICL's training strategy. Training was integrated into overall corporate strategy, including general business awareness, quality assurance and personnel appraisal systems.

Managers at ICL were not allowed to cut spending on training in the event of an unexpected business downturn. Employees were made aware that they should expect an average of about eight days training and are encouraged to press managers to deliver this.

Mr Bonfield said he would consider whether an entitlement to training should be included in contracts of employment, or at least outlined to recruits during their induction.

ICL sales staff are disqualified from special annual performance related bonuses unless they have completed their allotted training programmes.

A RANGE OF METALFORMING EQUIPMENT FROM VERSON WILKINS MEETING THE DEMANDS OF INDUSTRY WORLDWIDE

Verson Wilkins designs and supplies metalforming equipment from 100 tonne single action presses to fully automated turnkey metalforming systems for industry worldwide.



The Company takes great pride in receiving the Queen's Award for Export Achievement. The Directors wish to dedicate this award to the employees whose abilities and efforts have made this honour possible.

VERSON WILKINS

VERSON WILKINS LTD
Richards Street, Darlaston, West Midlands, WS10 8AN, England.
Telephone: 021-526 3111 Telex: 338337 WILKIE G Telefax: 021-526 2358
A member of the Verson International Group plc

Baring Securities Limited is proud to receive The Queen's Award for Export Achievement for 1988.



THE QUEEN'S AWARD FOR EXPORT ACHIEVEMENT 1988

We wish to thank all our clients and employees who have made this possible.

BARING SECURITIES LTD

LONDON • TOKYO • NEW YORK • HONG KONG • FRANKFURT • SINGAPORE • SEOUL • LOS ANGELES • MELBOURNE • SYDNEY

Weekly Financial News Summary - there just isn't a better service

LISA MURPHY - PHILIP BONFIELD LIMITED BERKHAMSTEAD TAX CONSULTANTS



All you ever need to know

London: 01-251 3333 Bristol: 02-229 1607 New York: 212-513 1570

ABBEYCRAFT PLC

(Period style furniture Manufacturers)

THE DIRECTORS

Wish to thank their staff, and their customers throughout the world, whose continued loyalty and support made this achievement possible in 1973 and now again in 1988, demonstrating a long term commitment to Export.



ABBEYCRAFT PLC, Gorse Lane Industrial Estate, Clacton-on-Sea, Essex Telephone 0225 434636 Telex 987408 Fax 0225 421629

CASBURT ?



YES!

and all because of superior drying and processing equipment for Pharmaceuticals and foodstuffs. Casburt/0782 332511/Telex 367353/Fax 0782 317746

DRAKE OF GOLFCAR PICK UP THE QUEEN'S AWARD



DRAKE F. Drake & Company of Golfcars Ltd, Manor Hill, Colton, Gloucestershire GL17 4AR, Tel: 0494 632212, 63426 & 636661 Telex: 077281 DRATEX G Fax: 0494 644 828

HUSKY COMPUTERS LTD HUSKY

World leaders in the application of handheld computer technology Queens Award for Export 1988 Husky Computers Limited PO Box 135 345 Foleshill Road Coventry, CV5 5RW

A member of Peak plc Tel: 0203 668181 Fax: 0203 686812

MANAGEMENT: Marketing and Advertising

Upjohn combs a way through advertising regulations

Tony Thompson explains how N American consumers are being reached through their doctors

ETHICAL DRUG companies in North America have found a way through the regulatory maze which muzzles the promotion of their products to the public. First, advertise the product; then direct consumers to their doctors for the mysterious magic bullet. The name of the remedy is a secret between the doctors and the drug company, which will have blitzed the medical profession with information about the product.

Merrill Dow Pharmaceuticals was the first to follow this novel route. Last Christmas in both the US and Canada saw national TV messages aimed at smokers who wanted to give up the habit. Neither the name of the company nor the product was mentioned, but as Merrill Dow markets Nicorette, the Swedish prescription drug that helps smokers quit, any approach by a smoker to his or her doctor might well have led to Nicorette being prescribed.

Now, Upjohn, another US pharmaceuticals company, has just started using the same tactic to boost the sales of Rogaine to Canadians with balding patches. The simple message in the film plus print, poster and TV campaign is "If you're facing baldness, talk to your doctor." No names, no pack drill.

Since the Upjohn drug is the only prescription treatment available, and the company has made sure the profession knows "all about Rogaine, doctors will have only one answer for those patients who have seen the ads. Fellow sufferers south of the border are expected to receive similar treatment if the US Federal Drug Agency approves the use of Rogaine.

No such publicity will materialise in the UK, however, following the clearance this week by the Committee on Safety of Medicines of Rogaine as a prescription-only treatment.

A spokesman for Upjohn in the

UK pointed out yesterday that under the Association of the British Pharmaceutical Industry Code, companies "can't promote prescription-only products to the public in Britain." Upjohn will, though, be promoting the product to the medical profession by placing ads in the specialist press. And whenever someone is prescribed the treatment, he will find included in the prescription package a leaflet giving information about the product.

In Canada, meanwhile, medical practitioners - who are paid on a "per patient visit" basis under the various provincial health care plans - have no objections to the promotions now appearing for Rogaine and Nicorette.

"It's good medicine to talk to your doctor," says Dr John Fay, chairman of the Ontario Medical Association's medical practice and care committee. "Despite all the promotion to the public and the profession, it is the doctor who will make the decision on whether a particular remedy is right for individual patients."

The ads are appearing on national TV, except for stations on the state-owned Canadian Broadcast Commission's network. Under CBC advertising acceptance rules, the sponsor's or product name must appear on commercial messages. (CBC did show the Nicorette commercials, because these were "sponsored" by a body called Physicians for a Smoke-Free Canada.)

But Canada's private stations have no such qualms and are airing the commercials during the three-month campaign, which will be repeated in the autumn.

The promotion plan began last summer, shortly after the Canadian government approved Rogaine. Upjohn's trade mark for the drug minoxidil.

The company began blitzing the profession with promotions about the product. The ads and direct mail were approved by Canada's Pharmaceutical Adver-

If you are facing baldness



you should know the facts.

Upjohn's advertising in the press and on TV in Canada mentions neither its name nor its product - but a doctor has only Upjohn's Rogaine to turn to as an approved prescription product for restoring hair growth.

If you are facing baldness, talk to your doctor

Upjohn's advertising in the press and on TV in Canada mentions neither its name nor its product - but a doctor has only Upjohn's Rogaine to turn to as an approved prescription product for restoring hair growth.

tising Advisory Board, which monitors promotions aimed at health care professionals.

The company is running two types of ad in the medical press. One is copy under the heading, "The first prescription medication proven effective for male pattern baldness," followed by technical details. The other is a double-page spread similar in layout to those aimed at the public. These are headlined: "When hair loss turns against your patient - your patient knows he can turn to you."

The trade name Rogaine is prominently mentioned above the Upjohn logo in medical press advertising. But with neither appearing in public messages, there is very little, if anything, to object to.

(Rogaine's origins are to be found in another Upjohn product, Loniten. This was a remedy for obstinate cases of hypertension,

Forming a picture of camera-buyers

BY DAVID CHURCHILL

BRITONS ARE set to become increasingly snap-happy in the late 1980s as the UK camera market - valued at £153m at retail prices - shows its first real, growth for several years.

Such optimism largely rests with consumer tastes moving away from "instant" cameras, first popular a decade ago, and towards more sophisticated 35mm compact cameras.

Sales of these cameras, according to a report from the Market Assessment company into the photographic market out this week, have shown "quite explosive growth in recent years".

Compact 35mm cameras are defined as "non-reflex cameras, which means that the picture seen in the viewfinder is independent of the lens.

The popularity of compacts has developed as a result of consumer disenchantment with the quality of the photographs taken with the small-frame 110 film format used in "instant" cameras.

The larger frame 35mm film gives greater picture definition, but SLR cameras, which use that type of film, have never proved popular with ordinary consumers since they are perceived as too complex for the sort of "happy-go-lucky" snaps that most peo-

ple want to take.

New technology such as auto-focusing, however, has made compact 35mm cameras almost as simple to use as the "instant" cameras of a decade ago.

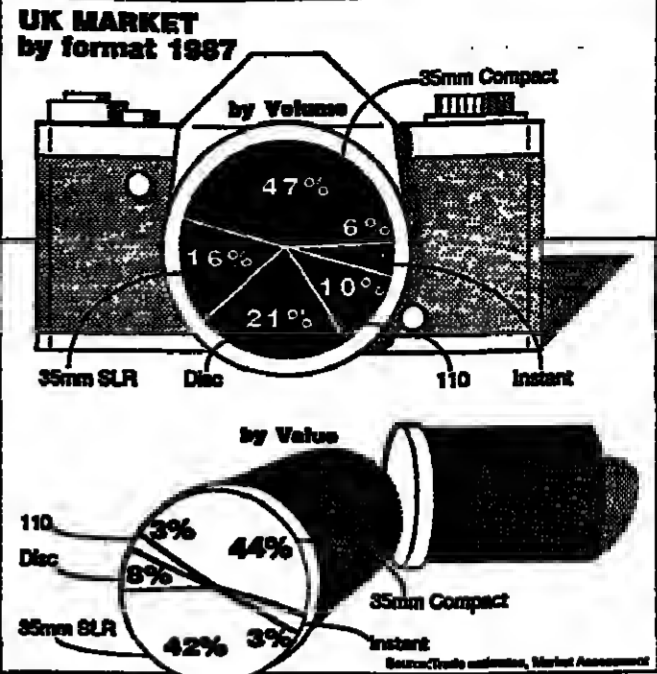
Moreover, it is easier to load 35mm films in compact cameras than it used to be thanks to developments made by Japanese camera manufacturers.

The popularity of compact cameras is important to the photographic trade because the value of the camera market, after adjusting for inflation, has been almost static since 1984. Market Assessment's special index of the compound annual growth rate for cameras in real terms, with 1983 as the base year of 100, reached 109 in 1984 but only moved up to 110 by 1987.

Static sales are partly the result of poorer-than-expected demand for more expensive SLR cameras. Instead, consumers have switched from 110 (and, to a limited degree, from SLR format) cameras to compact models.

In addition, fierce competition to gain a foothold in the compact market - dominated by Olympus and Canon with Pentax and a clutch of other Japanese companies - has kept prices low.

Market Assessment suggests,



however, that the camera market is now set to show some real value growth. "Within the next five years, autofocus SLRs can be expected to gain market share, while 35mm compacts will continue their rise chiefly at the expense of 110 and disc cameras."

But in the longer term, Market Assessment believes that the future for still photography is tied up with new market developments. "The video and still photography markets are likely to cross over," it points out. "Photographs, whether prints or slides, can already be transposed onto video tape for home viewing, while magnetic disc cameras, which can relay still images onto TV screens, are already in use in the commercial sector."

But the launch of these magnetic disc systems into the consumer market is currently held back by high production costs and is unlikely to occur on a major scale until the mid-1990s.

The Photography Market. Market Assessment, 2 Duncan Terrace, London N1 8BZ. £220.

A quintessential Englishman emanating from Scotland

THERE ARE plenty of opportunities in retailing, according to Mark Goldberg, chairman of the Glasgow-based store group of the same name. "Just ask the customers what they want," he says.

In recent years Goldberg has had some success in doing that. The group, founded by Goldberg's grandfather, Abraham, soon after he arrived from Poland in the early 1900s, was originally a "warehouse" operation. This peculiarly Scottish form of retailing involving discounts and credit had gone out of fashion by the early 1980s. Changes had to be made, and during the 1970s they slowly were. Now the stores concentrate on clothing and footwear for women and children.

In the 1980s the group began looking for vacant market niches. The first new idea was Wrygges - a fashion chain for young women at the cheaper end of the market. That was followed by Wrygges Man, which started as an adjunct to the women's shops

aimed at bored boyfriends.

Last year Goldberg bought into a four-shop footwear retailer called Schuh, which is being expanded rapidly - there are now over 20. All three chains are, Goldberg believes, complementary.

At present Goldberg is particularly keen to find new niches to use the total of over £10m he has raised from selling his credit card operation in the Royal Bank of Scotland - a tidy sum for a group capitalised at around £38m.

Goldberg decided that the company was not big enough to finance the expansion of both the credit card and retailing so a choice had to be made. The sale means that the credit card's profit contribution, which will have been about £1m in 1987-88, will vanish in the financial year just begun.

So once again Goldberg has been asking what his customers want. The answer was good quality men's shirts at reasonable

prices.

There is a gap, he argues, for something between Jermyn Street-type prices of £60 and upwards, and Marks and Spencer's under £20 prices.

Goldberg has just opened the first few of what he hopes will be a chain of small shops, each of about 1,000 square feet, which will do for shirts what Sock Shop and Tie Rack have done for their segments of the market. Four basic ranges of shirts will be stocked, designed for work or casualwear. The shops will also sell ties, cufflinks, watches and other male accoutrements.

What the retailer is also attempting to offer is a little mystique. The shops are called Ted Baker, and Goldberg is trying to build a legend around this figure.

Although most of Goldberg's shops are still in Scotland with a few in the north of England, four of the five Ted Baker shops are in England. According to Goldberg, Ted Baker is English - the

archetypal clean-cut Englishman who used to populate strip cartoons. He is a war hero, an intrepid aviator, all-round sportsman, and attracts the most beautiful women. Ted, the story goes, often took a drink with Ernest Hemingway in Harry's Bar. Most of all, Ted is the sort of chap who wears the "right" shirts.

There is nothing unusual in using hero-worship, of real or imaginary people, to sell products. But though many retail chains, such as Laura Ashley, carry a person's name and have a distinct image, Ted Baker is rare in playing up a personal character behind the name.

Goldberg has yet to see whether customers are turned on or off by the idea. But the marketing play which may bring them in will be a laundry service for its shirts, with the first wash free.

Maggie Urry

Mubarako, pet.

The Queens Award for Export Achievement is a real feather in our cap. Our most recent success is at our £350 million Rihand power station project in India.

Where we have just synchronised the first unit On time. And that's worthy of congratulations in any language. * Mubarako = Congratulations in Hindi.



Northern Engineering Industries plc



The Queen's Awards FOR EXPORTS AND TECHNOLOGY

Winning company built on the effects of Dr Brown's Victorian nostrum

A VICTORIAN customer of the company that was to become BCB International of Cardiff professed himself well-pleased with its product - in those days a nostrum known as Dr Brown's Cough Bottle.

"My wife suffered from a dreadful cough. It was impossible to sleep with her. Since taking only one bottle of your cough cure she is so much better that anyone can sleep with her," he wrote.

On such unpromising material, a serious export business has been built. Now a manufacturer of survival equipment for outdoor leisure pursuits, BCB International joins 101 other British-based companies this year to claim a Queen's export award.

Seventy-two of the companies have never won a Queen's Award before. Sixty-one awards go to companies employing fewer than 200 people, including 31 companies with fewer than 50 employees.

A record 12 companies win a double accolade for both export and technology achievement.

Among financially oriented winners is Wardley Export Finance, a unit of the Hongkong Bank group, whose award reflects its financial assistance to exporters of capital goods.

Ironically it comes as the Wardley team is poised for transfer to the Midland Bank in which Hongkong Bank has a 14.9 per cent stake.

This will be one of the first transfers of a specialist unit between the two organisations and means that Wardley Export Finance will no longer function under its own name.

The Lafferty Group, a small financial, publishing, conference and research company founded by Mr Michael Lafferty, formerly Financial Times banking correspondent, is another winner.

From the food industry, Bennett Ogle of Sittingbourne, Kent, exports cocktail cherries, olives and gherkins to more than 40 countries.

Two awards relate to shellfish. Fastnet Fish of Glemsby, South Humberside, began in 1984 with one man and a desk. Three years later, this export division of Fastnet Fish Holdings employs five people and nets £5m in export earnings. Its keener line is selling frozen Scottish scallop to the

French, but smoked coley is popular in Australia.

The more established Sco-Free Foods of Glasgow, a subsidiary of Interlock Investments, reports that nearly all its turnover of fresh and frozen fish comes from global export sales, covering Japan, the Middle East, North America and Western Europe.

The sweet tooth of the Russian confectionery market has helped HP Balsam Peckin of Hereford, makers of citrus and apple pectin

used as a gelling agent in jams, preserves and confectionery, claim its export award. This is the second such honour for the company, a subsidiary of HP Bulmer Holdings, which reports a fivefold increase in turnover in the last 10 years.

In the hi-tech sector, Easternprise Computer Services of Aldermaston, Berks, specialists

in mainframe computer engineering, has achieved a 600 per cent increase in overseas earnings over the last three years. The company, with offices in Europe, US and Japan, reports that 65 per cent of its business is export trade. It has a projected turnover of at least £20m this year and plans a public listing next year.

A computer software company

launched seven years ago with the personal savings (£1,200) of founder Mr Leslie Dewhurst, is one of the smallest winners this year. Proflero in north west London exports almost all its programs for the petrochemical industry, mostly to the US.

Proflero's speciality is stock control in "tank farms" where oil is stored and blended.

Surrogates of Redhill, Surrey, which makes recording tape for computers, is an example of a

David and Goliath story. Founded eight years ago, it entered a market dominated by seven multinational corporations. Annual turnover is now £10m, and with a thriving European export business, it claims to be the most profitable manufacturer of computer tape in Europe.

Another small company to pick up an award is Burleigh Marine International of Brentford, Middlesex, which designs and manufactures energy absorbing fender-

systems for docks and harbours. This 10-strong company won a £2m contract from the Port of Antwerp for which it provided 40 of the world's largest wheel fenders. Recently acquired by Trelleborg of Sweden as a platform for penetrating world markets, the company has come a long way since it was founded by two managers made redundant when the U.S. Firestone tyre company closed its UK factories in 1980.

In Scotland, whisky makers, shortbread producers, railway operators and surgical equipment makers take honours.

The Great Scottish and Western Railway Company, headquartered in London, which operates luxury rail tours around Scotland, has found that some 700 American tourists each year will part with £2,500 for its inclusive six-day holidays.

In the highly competitive world of vascular graft expertise, the Vasctek Division of Coats Viscella Medical of Inchnadamnan, Renfrewshire, (winner of a technology award, too) is lauded. The company is the only British manufacturer of vascular grafts, used to replace damaged arteries.

Little products, too, can bring in big exports. One of this year's unlikelyst sectors is hand-painted model cottages, which are very popular with Americans and Canadians.

Liliput Lane of Penrith, Cumbria, employs 520 staff and since its launch in 1985, export turnover has more than doubled year on year.

Similarly, John Hine of Borton, Hants, a rival producer of miniature cottages and English pubs, reports an annual doubling of turnover since its launch in 1979. The company employs 788 staff plus 4,750 home painters.

The Lafferty Group, a small financial, publishing, conference and research company founded by Mr Michael Lafferty, formerly Financial Times banking correspondent, is another winner.

From the food industry, Bennett Ogle of Sittingbourne, Kent, exports cocktail cherries, olives and gherkins to more than 40 countries.

Two awards relate to shellfish. Fastnet Fish of Glemsby, South Humberside, began in 1984 with one man and a desk. Three years later, this export division of Fastnet Fish Holdings employs five people and nets £5m in export earnings. Its keener line is selling frozen Scottish scallop to the

French, but smoked coley is popular in Australia.

The more established Sco-Free Foods of Glasgow, a subsidiary of Interlock Investments, reports that nearly all its turnover of fresh and frozen fish comes from global export sales, covering Japan, the Middle East, North America and Western Europe.

The sweet tooth of the Russian confectionery market has helped HP Balsam Peckin of Hereford, makers of citrus and apple pectin

BY FEONA MCEWAN

ABB Cams	Tearing and static corrosion
APE Displays	Visual display units
Almalyugh Petroleum	Reproduction facilities
BCB International	Leisure and safety equipment
Edward Baker	Pet foods
Baker Securities	Stockbrokers
Brown Engineering	Precision aluminium fabrication
Bennet Ogle	Cocktail and glass cherries, olives, gherkins, etc.
Burleigh	Manufacturing, fitting and testing of clothing and footwear
Blower Pipes & Castings	Iron pipes and castings
West Glasgow International	Paper rolls, board and covering plate equipment
The Bristol Unit of the Civil Aircraft Division of British Aerospace	BAe 146 civil aircraft and spares
The On Line Inspection Centre of British Gas	Pipeline inspection services
Smith Mechanical Services	Electric generators, engines and traction equipment
Highgate Marine International	Fenders for docks and harbours
Eastern Group Division of Borealis Oil Trading	Storage tanks, bins, cranes and elevators
Globe Controls International	Instruments and auxiliary materials
General Pharmaceutical Equipment	Processing equipment for the pharmaceutical industry
Classical Design	Mechanical modelling systems with related hardware and support
Charwell Tailors	Embroidered, tailored and made to measure clothing and uniforms
City Technology	Electrochemical gas sensors and actuators
Classical Petrol	Mining, processing and cutting plant and
The Vasctek Division of Coats Viscella Medical	Replacable vascular prostheses
Cobden Chemicals	Printing inks and paper covering machinery
Outdale	Manufacturing & chemical conversion
Concent Metals	Fracturing tool services and accessories
Colson Pyl International Company	Pipe for brewing
Irving Wilson (Stocks)	Process plant fabrication
Harnden Shanks Associates	Professional audio equipment
Demovet Publications	Scientific information publishing
Harman Underwriting Agencies	Lloyd's Underwriting Agents
Dew Coatings	Silicones
F Smith & Company of Gales	Polystyrene mould-blown yarn

Dunelm Engineering	Metal processing equipment
Dynamat Products	Automatic assembly machines for electronics and microelectronics
Edwin White	Window blinds
Enterprise Computer Services	Computer services
Ernest Bar	Continuously cast iron bar
Euro-Magnetic Products	Magnetic computer tapes & accessories
Europe Motor Engines	Aluminium greenhouse and allied products
Farwest Ltd (Export)	Front hood
Fibroc Components	Microwave components
Flight Equipment & Engineering	Passenger seats for aircraft
Forest & Bennett Equipment (England)	Small equipment
The Great Scottish and Western Railway	Tour operator
IF Baker Foods	Chips and apple pulp
Hammer Military Power Engineering	Power generation distribution equip ment
Hepworth & Cochrane	Planes, dogs and pins for engines and components
Hoyle Blanks	Electrical switches
Hilton Manufacturing Co	Domestic telephones and cables
John Hine	Miniature cottages for the gift trade
Harvard Associates	Drumset bars and tape dispensing equipment
Striving Precision Components	Precision engineered and components
Illy Computer	Household computer systems
International Systems Division of BCC Engineering Products	Motor rings
Isopack-Bond Company	Paquet and packing equipment
JCB Sales	Engineering and service materials handling equipment
IAN Hatcher	Men's luggage and jackets
The Lafferty Group	Information for financial services and insurance
Liliput Lane	Plaster miniature cottages
The British Antarctic Division of Lunar Aerospace	Electromechanical telemetry & systems
Manitowoc-Gruber	Milk whisky
Marston Instruments	Laser instrument system
Mechan Projects (Export)	Motor cranes and jacks
The Wharfedale Film of Film Electronics	Electronic tube assemblies
Minotaur Industries	Refurbishers
Northon Engineering Institute	Power generation, mining & electrical lifting equipment

AWARDS FOR EXPORT ACHIEVEMENT

Advanced medical equipment
Milling machines and other equipment
Photographic film, cameras & camera lenses
Computerized weight grading machines
Computer software for pre- and post-processed data
Steel reinforcing bars and plant machinery for rolling mills
Servo-actuated scanning interferometers and micro-positioning devices
Fight simulation equipment
Rolls, bags and leather accessories
High pressure water washing machines
Laundry, household and industrial chemicals
Diagnostic medical electronics
Gas turbine engines
Optical detector divisions of BVC Division Systems
Seafood, and fruit and vegetable processing
International haulier
Link load and outdoor transport
Medical diagnostic immunoassay kits
Polypropylene film
Computer graphic systems
Cold roll forming machines
Steel storage equipment
Vehicle body panels & sub-assembly
Portable cellular radio telephones
International transport container vessels
Windmills
Radiotherapy simulators
Power presses and steel forming systems
Management and inspection systems
Butter shortbread, cakes and biscuits
Conditioning hoses
Specialty chemicals
Roll-on film rollers
Amplifiers for animal transmitters
Laser lightguns

HOT NEWS OUR SUCCESS IN CALCINING TECHNOLOGY



British Gypsum's Research & Development Department has received The Queen's Award for Technological Achievement 1988 for its design of a revolutionary piece of equipment used in the calcining of gypsum and known as the 'conical kettle'.

This development has resulted in increased efficiency, lower energy consumption and simplified operation and control in the production of British Gypsum's market-leading ranges of plasters and plasterboards.

The company operates such kettles at three of its five production plants in the UK and has exported the technology under licence to several overseas manufacturers.



Manufacturers of Gyproc plasterboards, Carlite & Thistle plasters.

British Gypsum Limited, East Leake, Loughborough, Leicestershire LE12 6JQ
A member of the BRS Industries plc group of companies



BURLEIGH MARINE INTERNATIONAL LTD

Designers and Suppliers of Marine Fendering Systems for Docks and Harbours are delighted to receive The Queen's Award for Export Achievement 1988.

The Company wish to thank its Employees, Customers and Suppliers whose support has made the award possible.

Burleigh Marine International Limited
Thanet House, 181/195 High Street
Brentford, Middlesex, TW8 8LB
Tel: 01 568 1931 Fax: 01 568 1935
Telex 8813578 BURMAR G

Now a member of the Trelleborg Division of the Worldwide Trelleborg Group, we are looking forward to a further increase in our export sales.



A point of Etiquette.

AS YOU and your colleagues lift your glasses to the Company and its Queen's Award this year, may we discreetly raise a matter of etiquette? It would surely be a gaffe amounting almost to *less majesté* to celebrate a triumph of British Industry with anything other than a properly British measure of success!



THE MACALLAN. THE MALT.

"We are delighted to record that The Macallan Single Highland Malt Whisky has been adjudged one of the recipients of The Queen's Award for Export 1988."

JOHN HINE LIMITED

MAKERS OF FINE, HAND-CRAFTED MINIATURES INCLUDING



ARE HONOURED TO RECEIVE THE QUEEN'S AWARD FOR EXPORT ACHIEVEMENT

THE STUDIOS & WORKSHOPS OF JOHN HINE LIMITED
47, Woolmer Way, Bordon, Hants.
Telephone Bordon (04203) 7044

HOUSTON • VANCOUVER • MELBOURNE

Churchill
WINNERS OF THE QUEEN'S AWARD FOR EXPORTS 1988

Churchill Tableware Ltd,
Anchor Pottery, Bridgewood Street, Longton,
Stoke-on-Trent ST3 1JJ
Tel: 0782-599399

Churchill



Her Majesty the Queen has made 102 awards to British companies for export achievement this year and 43 for technical achievement

Wing which cuts the cost of flying is among record number of successes

BY DAVID FISHLICK, SCIENCE EDITOR

TRADITIONAL British industries such as coalmining, textiles, instrumentation and gas transmission are strongly represented among the record number of 43 winners of Queen's Awards for technology this year.

But aerospace flies away with the biggest piece of technology, in the wing for the A320 Airbus, earning a joint award for the Filton Unit of British Aerospace's civil aircraft division, and the aerodynamics department of the Royal Aircraft Establishment, Farnborough.

The wing has a sweep angle of 25 degrees, and an aspect ratio of 9.5, lowering drag for the cruising airliner and so cutting its flying costs. The makers claim it gives the airliner a substantially improved aerodynamic efficiency and lower fuel costs per passenger than competing aircraft.

Farnborough also shares honours for another award, with British Alcan Aluminium, for their joint development of a new family of aluminium alloys for airframes, lighter yet stiffer than present materials. They incorporate lithium, a low-density but plentiful element, which can cut weight by 10 per cent yet increase stiffness by 10-15 per cent. They are already used in a small way in the Airbus A30 wing.

The new lithium-aluminium alloys have the properties of advanced lightweight composite materials but can be fabricated

by conventional practices. The makers say all major aerospace companies in the West are evaluating them.

Bolle-Boyer's Txy aero-engine is a marriage of the proven high-pressure portion of the Spey engine with a newly developed low-pressure portion using carbon-fibre composite ducts. It is rewarded as the only modern aero-engine in the class of 12,000-15,000lb thrust able to comply with all noise regulations.

GEC Avionics earns the award for its family of flight management computers, with which it has won US Air-Force contracts to update the avionics of 39 different types of American warplane. To lend these Standard Central Air Data Computer (SCADC) contracts, the company computer-designed a modular system in which just four basic elements with 85 per cent commonality can accommodate all the flight management functions for the 39 aircraft.

So far the company has landed all SCADC orders placed by the US and others from Canada and Germany.

A robot that flies through its high-pressure gas transmission pipelines picking up evidence of fatigue, corrosion or external damage, has won two Queen's Awards, for technology and for export, for a division of British Gas.

The On-Line Inspection Centre at Crumlington, Northumberland,

is operating a regular service to maintain the long-term integrity of the mostly highly stressed parts of the national gas grid. It also provides a contract service to overseas pipeline operators.

Try to picture the problem of flying a big aircraft at 800mph only 18 inches above a ploughed field. This is how IBM (UK) engineers have described the performance of the read-write head at the heart of their IBM 6885 magnetic disc file, developed, designed and made in Britain for IBM markets worldwide.

The system can access any of its 25m bits of stored data in 11 milliseconds. The company assembles the 300-part store in what it believes is one of the most advanced computer integrated manufacturing environments to be found anywhere, at Havant, Hants.

HE at West Gorton, Manchester, wins the award for its use of fibre optics to inter-connect processors and high-speed magnetic devices in its Series 89 mainframe computer. This system is claimed to be Europe's most powerful computer design.

A lubricant claimed to cut the squeal out of car disc brakes has been formulated by K.S. Paul Products, experts in tribology. Its lubricates at Edmonston, north London, have developed an organo-metallic complex called polybutyl cupryl (PBC), which lubricates and also resists setting

and corrosion, over a temperature span from minus 20 to 600 degrees C. The company says motor manufacturers apply PBC to nearly all light vehicles made in Europe and Japan. One user reports that PBC saves more than £1m in warranty claims previously paid against brake-equal complaints.

Cybid with only 65 employees wins the award with its Lay Planner, a computer-aided design approach to pattern scanning and nesting for garment manufacture. It automatically plots pattern shapes in a way most economical of fabric.

Cybid claims it can save 5 per cent of materials compared with the most skilled manual practice. It has sold 200 since 1985. A micro-processor controlled slicer for foods applies similar principles to the slicing of meats for packaging, cutting wastage and improving presentation, its makers say. Thurme Engineering's electronic Polyalizer gains the award for its ability to cut up to 300 slices of meat a minute to a thickness measured to as little as 0.01mm - a performance it claims is unrivalled.

Also from the food industry is a process for making gluten and glucose syrup from British wheat, which earns the award for Tunnal Refineries of Greenwich. British wheat is a cheaper feedstock than the American grain previously needed to yield high-quality products.

An award for textile technology goes to Cromsol of Halifax, for the development of a high-performance carding machine to cleanse fibres. The company claims it allows closer settings than rival machinery and maintains those settings for as long as 18 months.

Fibres as a reinforcement for composite engineering components have gained a shared Queen's Award for GKN Composites and GKN Technology, who have developed leaf springs for vehicles from combinations of glass-fibre and epoxy resin. The two companies claim a component that is only half the weight of a steel taper leaf spring, and also benefits in noise, vibration and ride. About 100,000 of these LiteRide springs have already been manufactured for the Leyland DAF Sherpa.



Left: Mr John Farnell, managing director, and Mr Adrian Bankart, technical director, with Cybid's Lay Planner, which applies patterns to textiles with maximum economy of fabric. Right: Mr Peter Antonissen, special projects director of Thurme Engineering, with the company's Polyalizer, which can cut meat to an accuracy of 0.01mm.

Among the award-winning instruments this year is Vickers' fully automated optical system for controlling the quality of microminiaturised electronic circuits during their fabrication.

Another is the hand-held chemical monitor made by Grassy Ionics for detection of agents used in chemical warfare. It uses the principle of ion-mobility spectrometry and displays its findings on a liquid-crystal display.

Quantel of Newbury wins the award for its digital video recording, editing, processing and compositing system, called Harry. The company says it was developed to allow the creative artist to process raw images using an electronic pen and touch tablet. Harry offers all the facilities of a

conventional studio under the direct control of whoever is responsible for the final appearance of the finished work.

The headquarters technical department of British Coal at Brethby is rewarded for its seismic methods of locating faults deep in coal seams. The technique can avoid the expense and disruption caused when a new seam is later found to have flaws that force management to abandon the

mine, because it can no longer be worked by modern mining methods, costing up to 25m per coal-face in the UK.

British Coal says seismic fault detection is being used on 30 per cent of all deep-mined coal production, and 20 seismic surveys have been made in Australia, France, India and the US. The company calls it "an extra pair of eyes that can help us avoid bad geology".

AWARDS FOR TECHNOLOGICAL ACHIEVEMENT

ABB Engineering	Development of mechanical shaft seals	Hydrol	Development of the "Hydrol" slipchain and roller track system for transfer of pulleys
Aerospace Division of Air Products	Development of solvent resistant polyethylene containers using an in-line extrusion process	IBM United Kingdom Laboratories	Development of the IBM 9315 high-density magnetic storage sub-system
The Filton Unit of The Civil Aircraft Division of British Aerospace	Development of wings for the Airbus A320 Airliner (jointly with The Aerodynamics Department of the Ministry of Defence)	The Systems Engineering and Development Unit of ICI, Middlesbrough	Design and application of social techniques in the development of the ICI Series 20 "multicooper"
The Speciality and Aerospace Division of British Alcan Aluminium	Development of lightweight aluminium alloys for aerospace applications (jointly with The Metallurgy & Structures Department of The Royal Aircraft Establishment of The Ministry of Defence)	IMI Thermal	Development of high temperature creep resistant titanium alloys for aircraft gas turbines
The Headquarters Technical Department of British Coal Corporation	Development of an in-situ seismic method for detecting geological faults in coal seams	The Automotive Group of ICI Polymers Division of Imperial Chemical Industries	Development of "Aquasol" low-temperature surface coatings for automotive vehicles
The On-Line Inspection Centre of British Gas	Development of a high performance on-line pipeline inspection system	ICI Colour Graphics	Development of electronic colour separation scanners for the printing industry
The Research & Development Department of British Oxygen	Development of an improved bottle for the collection of gypsum	Metrolab Technology Group of The Laboratory of The Government Chemist	Development of glass-ionomer cements for dentistry
John Brown Automation	Development of an automatic system for automotive castings	Malsen Instruments	Development of an instrument to determine particle sizes using laser light diffraction
The Vauxhall Division of GKN Vehicle Division	Development of the GILREAL TRIGAL non porous venturi throttle	K S Food Products	Development of Polybutyl-Cupryl (PBC), an advanced lubricant with anti-wear and anti-corrosion properties
Cromsol	Development of the CROMSOL 300 CARD high performance carding machine	Quantel	Development of "HARRY" a digital video recording, editing, processing and compositing system
Cybid	Development of an automated pattern scanning and nesting system for the garment industry	Quantel Instruments	Development of servo-stabilised warning transmitters
The Aerodynamics Department of The Royal Aircraft Establishment of The Ministry of Defence	Development of wings for the Airbus A320 Airliner (jointly with The Filton Unit of The Civil Aircraft Division of British Aerospace)	Royal Radar Systems	Development of the "MICRO-FIX" microwave electronic positioning system
The Metallurgy & Structures Department of The Royal Aircraft Establishment of The Ministry of Defence	Development of lightweight aluminium alloys for aerospace applications (jointly with The Speciality and Aerospace Division of British Alcan Aluminium)	Rossmore Company	Development of solid state electricity meters and energy audit systems
Dowty Diesel	Development of heavy duty air-cooled flexible conveyors for longwall coal mining	Royale Medical	Development of the PATHFINDER 3 SYSTEM for high speed analysis of long term electrocardiograms
Dowty Diesel Technology Division of Dowty Mining Equipment	Development of the Dowty "Jetfish" (air automatic self cleaning) hydraulic system	The Thy Project of Rolls-Royce	Development of the Thy engine
Hay	Development of a solar method of producing perchlorate type pigments for inks	Selwyn	Development of an electronic communications and safety system for use in mast shaft cages
The Instrument Systems Division of GEC Avionics	Development of Standard Central Air Data Computers (SCADC) for aircraft	Shawnt	Development of the 6000 series of computergraphic terminals and graphics
GKN Composites	Development of vehicle leaf springs made from glass fibre and epoxy resin (jointly with GKN Technology)	Technology	Development of the PCIES "POCKETPHONE" pocket cellular telephone
GKN Technology	Development of vehicle leaf springs made from glass fibre and epoxy resin (jointly with GKN Composites)	Thurme Engineering Company	Development of the THURME POLYALIZER versatile high speed industrial food slicer
Grassy Ionics	Development of a hand-held chemical Agent Monitor	Tunnal Refineries	Production of vital gluten and glucose syrup from British Wheat
Hoega Pilsener	Development of fibre-optic sensors	Vickers-IBM	Development of the Ximotron G series of radiotherapy simulators
		Vickers Instruments	Development of a fully automated optical monitor optical measuring instrument



Once again, JCB are honoured to receive the Queen's Award.



THE QUEEN'S AWARD FOR EXPORT ACHIEVEMENT

It's nearly twenty years since we first received Britain's premier honour, the Queen's Award. In 1970 it was for Export Achievement. In 1974 it was for Technological Innovation plus Export Achievement. Since then we've received the honour for Export Achievement no less than four times. In 1979, 1981, 1984 and now in 1988.

In all a total of seven awards. But we're as proud of this one as we were of the first.

JCB Sales Limited, Rocester, Staffs. ST14 5JP Telephone: 0889 590312. Telex: 36372.



Look a little closer at how we gained the award

Tunnel Refineries has gained the Queen's Award for Technology for developing a process to produce high quality vital gluten, starch and glucose syrup from British wheat.

This has saved Britain £ millions in imported cereals.

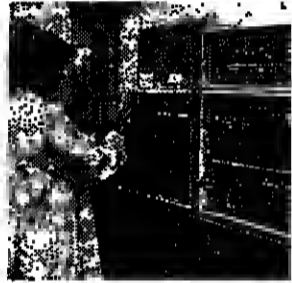
This commitment to progress and quality through technology

is part of an on-going £30 million investment by Tunnel Refineries in new research, continuing development and advanced manufacturing.

As much as we enjoy gaining awards, our final reward is the satisfaction our quality products bring to our British customers.



TUNNEL REFINERIES
Thames Bank House
Tunnel Avenue, Greenwich
London SE10 0PA
Telephone: 01-838 3033
Telex: 23455 Fax: 01-305 0981



SUPPLIERS OF QUALITY PRODUCTS TO THE FOOD, DRINK, PHARMACEUTICAL AND FEED MILLING INDUSTRIES.

BUSINESS LAW

Telling the truth about mergers

By Leo Herzel and Richard W. Shepro*

WHERE THE obligation to disclose information about a contemplated merger or acquisition starts, and where it ends, remains an important but perplexing problem. It confronted the US Supreme Court in the recently decided *Basic v Levinson*, a case involving a target company's obligation to disclose merger negotiations. It also dealt with the rights of stockholders who sue for damages when disclosure is inadequate. Unfortunately, the Court's opinions did little to reduce the perplexities of the subject. Indeed, it revealed some of its limitations as the top commercial court of the US.

The case arose after *Basic* incorporated falsely denied that merger negotiations were taking place when asked about the reasons for a sharp increase in the trading volume and price of its stock. Stockholders brought a class action, arguing that the denials violated the Securities and Exchange Commission (SEC) rule 10b-5 because they were either untrue or flawed by misleading omissions of a material fact.

The case also dealt with the "fraud-on-the-market theory", which creates a presumption, based on an idealised efficient model of the market, that class action plaintiffs have relied on the misstatement or omission. Without this presumption, members of the plaintiff class would need to prove their reliance on the misleading information and this might not be practical in the context of a class action.

On the disclosure issue, the Court, in a 6-0 decision, rejected the idea, previously adopted by some federal courts of appeal, that the existence of negotiations is never material until the two sides have reached an "agreement in principle" on the price and structure of a transaction. Instead, the Court used a standard for "materiality" that it had developed more than a decade ago in a proxy contest case: a fact is "material" if there is "a substantial likelihood" that it would be viewed as significant by a hypothetical reasonable investor.

Disclosure concerning mergers is of great importance to investors because mergers can affect stock prices so dramatically. But it can also affect managements and their stockholders adversely because delicate negotiations can be impaired if announced prematurely to the public. Putting a mixer behind a player in a poker game can alter the outcome of the game.

In fact, *Basic* lied about its plans rather than merely keeping quiet or attempting to fend off queries with a polite "no comment". The Supreme Court, therefore, chose to sidestep balancing the strategic role of secrecy with the benefits of disclosure. Instead it emphasised a distinction between *materiality* and *timing* of disclosures, leaving the second unexamined. However, timing — when a corporation has a duty to volunteer information about a merger — is the far more pressing issue. It is not clear, however, that there really is such a sharp line between timing and materiality. For a target company, a merger is the most important thing that will ever happen to it. If the merger information is material under the standard in the Supreme Court opinion, does that not make all published information about the company, such as financial statements, misleading and require an immediate disclosure under rule 10b-5 and other anti-fraud rules? Logic suggests that it would, but it is unlikely that the Supreme Court would

advice. Only in extraordinary circumstances would a lawyer advise a board of directors that it might consider breaking an important stock exchange rule. Even then it is likely the advice would be disregarded.

There is another strange lapse in this part of the case. Rule 10b-5 prohibits misleading statements only in connection with the purchase or sale of a security. Since there was no purchase or sale by the company in *Basic v Levinson*, how could the company's statements violate the rule? The issue appears to have been conceded to the plaintiffs in the case without any analysis by the Court.

The Court only accepted the fraud-on-the-market theory, the other issue in the case, by four votes. So the precedential value of this part of the decision is weak. As formulated by the Court, the theory is only a rebuttable presumption; in theory, a defendant can show that a member of the plaintiff class did not rely on the market price. But again, practical problems abound. The Court gives examples of how a rebuttal might

work: one of them is to show that an inside information trader relied on his own special information instead of the market price. But no defendant could possibly go into the state of mind of each class member.

In the end, expert testimony may be the only practical way to attempt to rebut the presumption. In the *Basic* case, for example, an expert might reasonably have testified that the market "knew" about the pending merger while most of the class members were selling and that market prices reflected that knowledge.

But even if a general rebuttal by an expert could be attempted, at what point in the litigation could a defendant do that? Unfortunately the most likely answer may be at the damage stage. But by that time the defendant would be under great pressure to settle the case.

In effect, the Court has shifted

The case revealed some of the Supreme Court's limitations as the top commercial court of the US

* No. 86-270 (March 7, 1988)

* NYSE Listed Company Manual 202.03

* The American Stock Exchange has a similar rule. *Maxing takes a similar position, and some SEC forms create other special obligations to disclose merger negotiations.*

* *Santa Fe Industries v Green*, 430 US 462 (1977); *Ernst & Ernst v Hochfelder*, 425 US 185 (1976); *Blue Chip Stamps v Manor Drug Stores*, 421 US 223 (1975) (concurring opinion).

* The authors are partners in the Chicago law firm of Mayer, Brown & Platt. The firm filed an amicus brief in the case on behalf of the American Corporate Counsel Association.

HOT NEWS OUR SUCCESS IN CALCINING TECHNOLOGY



British Gypsum's Research & Development Department has received The Queen's Award for Technological Achievement 1988 for its design of a revolutionary piece of equipment used in the calcining of gypsum and known as the 'conical kettle'.

This development has resulted in increased efficiency, lower energy consumption and simplified operation and control in the production of British Gypsum's market-leading ranges of plasters and plasterboards.

The company operates such kettles at three of its five production plants in the UK and has exported the technology under licence to several overseas manufacturers.



Manufacturers of Gyproc plasterboards, Carlite & Thistle plasters.

British Gypsum Limited, East Leake, Loughborough, Leicestershire LE12 6JQ
A member of the BFB Industries plc group of companies



BURLEIGH MARINE INTERNATIONAL LTD

Designers and Suppliers of Marine Fendering Systems for Docks and Harbours are delighted to receive The Queen's Award for Export Achievement 1988.

The Company wish to thank its Employees, Customers and Suppliers whose support has made the award possible.

Burleigh Marine International Limited
Thanet House, 181/195 High Street
Brentford, Middlesex, TW8 8LB
Tel: 01 568 1931 Fax: 01 568 1935
Telex 8813578 BURMAR G

Now a member of the Trellex Division of the Worldwide Trelleborg Group, we are looking forward to a further increase in our export sales.



JOHN HINE LIMITED

MAKERS OF FINE, HAND-CRAFTED MINIATURES INCLUDING



ARE HONOURED TO RECEIVE THE QUEEN'S AWARD FOR EXPORT ACHIEVEMENT

THE STUDIOS & WORKSHOPS OF JOHN HINE LIMITED
47, Woolmer Way, Bordon, Hants.
Telephone: Bordon (04203) 7044

HOUSTON • VANCOUVER • MELBOURNE

A point of Etiquette.

AS YOU and your colleagues lift your glasses to the Company and its Queen's Award this year, may we discreetly raise a matter of etiquette? It would surely be a gaffe amounting almost to *lèse majesté* to celebrate a triumph of British Industry with anything other than a properly British measure of success!



THE MACALLAN. THE MALT.

"We are delighted to record that The Macallan Single Highland Malt Whisky has been adjudged one of the recipients of The Queen's Award for Export 1988."



WINNERS OF THE QUEEN'S AWARD FOR EXPORTS 1988

Churchill Tableware Ltd,
Anchor Pottery, Bridgwood Street, Longton,
Stoke-on-Trent ST3 1JJ
Tel: 0782-599399

ARTS

London Galleries/Deanna Petherbridge

Aboriginals put in the picture

British television have been soaked in Australian sunshine this winter, and there is not an Oz issue of social, historical, political, cultural or economic life that has not been subjected to bi-scientific scrutiny in the press. All this makes it the more surprising that Australian art is making such a muted appearance on the cultural circuit...

reassess that nagging notion of nationalism. Even the title, *A Land of Golden Summers*, borrowed from a popular 1965 exhibition in Melbourne, appears ironic: after all, these paintings were as much about light as sunlight...

There is, dare one say it, a particularly Australian way of handling paint: a space, a background of scumbled or scraped surfaces, overlaid by a thin calligraphic of detailed and rather slippery brushwork...

with contemporary Aboriginal painting which has abandoned bark and natural pigments or sand-paintings (except in ritual) and "gone over" to Western materials, may initially be dubious of the authenticity of this type of work...

I'm rather inclined to agree with artist Tim Johnson, when he writes in the catalogue, *Stories of Australian Art*, that Aboriginal people should really be the focus of all contemporary activities, not only to give them equal rights in the dominant art world but because the work has a clarity and conviction and needs a broad context...

Stories of Australian Art at the Commonwealth Institute, London is a useful if rather unglamorous introduction to Australian art, based in the main on work in British collections. The exhibition attempts to define landscape painting within the deeper social context of colonialism, nationalism and urbanism, but to describe these strategies as "stories" is rather misleading.

The second part of the exhibition, a survey of Australian impressionism and the attempts to establish an "authentic" Australian landscape, is less well served either because key examples were not available, or because of contemporary embar-

assessments of contemporary Aboriginal painting which has abandoned bark and natural pigments or sand-paintings (except in ritual) and "gone over" to Western materials, may initially be dubious of the authenticity of this type of work...

Death in Venice/Theatre Royal, Glasgow

Rodney Milnes



Alan Innes (Tadzio), with Philip Langridge, seated

It is always a profoundly disturbing experience to hear Britten's last opera, more than ever so soon after the experience of the ENO's *Billy Budd*: there are limits to the extent to which one wishes to be allowed to peer into the depths of the composer's soul...

There are other undertones. The compulsion to write the piece must have been overwhelming, in that Britten postponed desperately needed medical treatment to do so in the process he seems to have embraced death as inexorably as Aschenbach...

As his multi-parted antagonist, Jonathan Summers is less sure: while one respects the baritone's and the producer's wish to get away from a merely Mephistophelian tempter, there is a certain lack of relish, of over-riding evil, of grotesquerie in the impersonation, save in the sly exit from the Players' scene...

A Simple Man/Sadler's Wells

Clement Crisp

The best reason for going to see Northern Ballet Theatre, installed for a season in Rosebery Avenue, is to watch Lynn Seymour and Christopher Gable making bricks without much choreographic straw...

and with characteristic subtlety, fight their emotional duels with the finest blades. Mr Gable's one explosion of feeling, when Mrs Lowry dies, is a bravura dance act - oddly resonant of the death scene of MacMillan's Romeo and Juliet...

ing the policy immortalised in the old patriotic song "We'll rid our garden, sir, we'll win, win, win." The effect is rather like being trapped in a small room with several people having hysterics.

London Philharmonic/Festival Hall

David Murray

We had to be content with a *Frescobaldi* Overture of fine density and impeccable dramatic shape. The horse at the beginning captured that soft of fresco quality which is essential for Weber and flatter in Sibeli, and which we hear from no other London horns; we owe its cultivation in the L.P.O., I think, to Klaus Tennstedt - who is to make his eagerly awaited return to the podium early next month.

Soloist of the Year (after a competition sponsored by Pioneer), in Walton's Viola Concerto. She sounded an excellently musical violin, if not yet a commanding solo performer, this respectable, troubled musician really wraps up a seasoned artist, and a more helpfully restrained accompaniment than Sanderling quite managed (he conducted only this concert from a visible score). Miss Atkins' scrupulous care for musical detail and her sensitive address struck me as typical of the best Yehudi Menuhin School products these days.

Winter Darkness/New End

Claire Armitstead

With the second play in their current London season Bristol Bristol Expaves negotiates the minefield that has grown up around Northern Ireland, eyes trained on the abuse of power and the strangulation of the individual voice.

Report, which ruled against charges of cruelty and brutality in the treatment of internees, is, I suspect, a mistake: not only is it unnecessary, but it confuses the target. Cubitt elsewhere is not concerned with the vilification of individuals but with the exposure of a system that protects its own only to destroy them as fully functioning moral entities...

personification of complacent and corrupt bureaucracy. Mick Ford, as Shannon, switches fluidly from a prison at breaking point to a post who reads with the gentle, hesitating dignity of emotion recollected in tranquillity...

Rise in Arts Council grants for the regions

The Arts Council is relentlessly pursuing its policy of switching its resources from London to the regions. Its secretary general, Mr Eric Fitch, announced yesterday that the 1987-88 grants for the regional arts associations and most have generous rises. On top of a basic 3 per cent rise, most areas receive an extra 1.1m in development money for new projects...

65p) for each Londoner, gets in total 14.6 per cent more, at almost £2m. Southern Arts gets an 11.4 per cent rise. There are, of course, losers, most notably those areas of the country which were helped out by the abolished metropolitan county councils, like the G.L.C. The money the Government gave them to tide them over the loss is disappearing fast and the Arts Council is not making good the shortfall...

Arts Guide

WEST GERMANY

Berlin. Martin-Gropius Bau. Joseph Beuys (1951-1986). This is the first complete show of Beuys' works ever presented in Berlin. There are about 150 room-occupying and objects and about 450 paintings from the end of the 1940s to the end of the 1980s, based on a cycle, *The Seven Pillars of a Secret Future* in Ireland. Strossmannerstrasse 110, Ends May 1. Brittop, Joseph Beuys Museum, Berlin

AMSTERDAM

Tropenmuseum. The arts and crafts of Indonesia, illustrated with more than 400 photographs, bronzes, textiles and precious metals spanning 3000 years of cultural history.

PARIS

Musee d'Orsay. Van Gogh in Paris. To mark the centenary of Van Gogh's two-year stay in Paris, a period which paved a turning point in his artistic development, the Musee d'Orsay has assembled more than 30 of his paintings and a dozen of his drawings. (45-49 Av. de la Seine, Musee Georges Pompidou, Le Denier Plasson 1968-1978. By placing the last 30 years of Picasso's work in the context of contemporary art, the 50 paintings, 34 drawings and 70 engravings exhibited permit a fresh approach to the controversy caused by contradictory judgements on the aging painter's feverish creativity. (27-29 St. Marks, Ends May 18. Centre Georges Pompidou. Marc Chagall's 1911-1923 period, with drawings and gouaches and nearly all the illustrated books which have been given to the French state in lieu of death duties constitutes a unique retrospective of Chagall's life and work. Ends June 5. Petit Palais. Winterhalter and European Courts from 1830-1870. A retrospective of the painter of graceful femininity beauties around the thrones of France, England and Belgium. (21-23 St. Marks, Ends May 7. Grand Palais. Dana. An important retrospective of 22 works covers 30 years of the artist's career from his student beginnings in Italy to the great maturity of his last years. Grand Palais (22-24 St. Marks, Ends May 24.

VIENNA

Kunst und Revolution. Austrian Museum of Applied Arts. A rare opportunity to see Russian and Soviet art from 1910-1925 under one roof. Ends May 15.

NEW YORK

Frederick R. Morgenson Museum of Art. Every phase of Praxinos's art is included in this, the first comprehensive exhibition of his work that came to France in the last decades of the ancien regime. With 90 paintings and 130 drawings, the show comes from the Louvre with his busts and costumes, as well as pastels like *Les Fetes at St Cloud and The Sessaw*. Ends May 8.

CHICAGO

George O'Keefe Art Institute. A century retrospective of the work of Georgia O'Keefe evokes the world of flowers and skulls in the luminous light of New Mexico. Ends June 26.

TOKYO

Kodama Spiral Garden. Mr. Ono-Sendo, Kodama is a Japanese word which can mean either spirit of work or chaos. This exhibition is a three wooden sculptures by two Japanese artists whose works complement each other: Shigeru Nishida's hollowed-out forms are inspired by nature while Atsuhiko Sekiguchi, influenced by the urban environment and uses processed wood.

WASHINGTON

National Gallery. The human figure in early Greek art is the subject of 67 sculptures and painted pottery

Ingersoll - Rand Company Limited, Gateshead are delighted to receive the Queen's Award for Export Achievement granted for outstanding success in the export of Engineered and Standard Pumps for the Oil, Gas, Energy, Water and Industrial markets. We look forward to continuing success in serving our worldwide customers whose support during recent years has enabled Ingersoll - Rand Gateshead to win this coveted award. INGERSOLL-RAND. PUMPS. Ingersoll - Rand Co. Ltd. Queensway, Team Valley Trading Estate, Gateshead, Tyne & Wear, NE11 0QB Telephone: 091-487 5051 Telex: 53137 Fax: 091-482 0504

Saleroom/Antony Thornecroft Record \$9m for diamond. Sotheby's is going, partly, public next month on a rush of good results. In New York on Tuesday it sold a diamond, a pear shaped gem weighing 85.91 carats, for \$2m, a record for any diamond, indeed any precious stone, in the auction room. Sotheby's brought in \$2,168,430 from selling the jewels and objects of vertu belonging to the late Clare Booth Luce, the playwrite comic ambassador. Top price was \$374,000 for a ruby and diamond ring. Christie's had less success with its London sale of European sculpture and works of art. It was 44 per cent un sold. A rare late 16th century Florentine bronze group of Nessus and Deianeira cast by Antonio Susini from a model by Giambologna did very well at £440,000, as did a 15th century Italian marble relief of the Virgin and Child which the dealer Danny Katz acquired for \$203,000, way above estimate, but among the many casualties was a rare German polychrome oak eagle lectern dating to around 1200 which was bought in at £25,000. And in London yesterday an Old Master sale did well, with a clutch of more modest records, such as the £208,000 paid for a Dutch whaler unloading in an estuary by the Dutch artist Lieve Verschuier, and the £236,000 for a view of Rome in the late 17th century by another Dutch artist, best known as Vanvitelli. The morning session totalled £3m with less than 15 per cent unsold. Dutch painting is all the rage. A still life of fruit and flowers by Jan Van Goyen made £220,000. Also in New York on Tuesday

FINANCIAL TIMES

BRACKENHOUSE, CANNON STREET, LONDON EC4A 4BY
 Telegrams: FinanTIM, London PS4. Telex: 8954871
 Telephone: 01-248 8000

Thursday April 21 1988

Denouement in Algiers

THE RELIEF and gratitude felt in Kuwait at the release of the 31 remaining hostages and crew on board the hijacked Kuwaiti airliner will inevitably be shared all round the world. But beyond that reactions to the way the drama was ended are bound to be mixed.

Some of those professionally involved in the struggle against terrorism were not hesitating yesterday to describe the outcome as "a disaster," on the grounds that once again the perpetrators of a vicious crime, involving the murder of two people, the torture and beating of the remainder for 15 days in appalling conditions of fear and squalor, have apparently been allowed to get off scot free. This result, it is suggested, is hardly likely to deter the same people, or others like them, from committing new outrages of a similar nature.

Indeed, under the terms of the declaration signed in Tokyo two years ago by their heads of government, the seven major industrial democracies are pledged to take action against states which allow hijackers to disappear without either indicting them in their own courts or extraditing them to face trial elsewhere. On paper Algeria, which according to its own "official sources" is letting the hijackers choose whether they go to Lebanon or Iran, has certainly put itself in this category.

Forfeited authority

Yet it is unlikely that there will be more than a very muted demand for sanctions against the Algerian Government, or even for a collective censure of its conduct. The US, for one, has foregone its moral authority to cast stones at other governments for bargaining with hostage-takers, since it has been revealed that it was doing precisely that at the very time when President Reagan put his signature to the fine words issued in Tokyo, while it is an open secret that France, another Tokyo signatory, is even bargaining with hostage-takers, the holders of three French hostages in Lebanon, in the course of which it has already released "fortalec of evidence" two people who had been held on suspicion

of involvement in the Paris bombings of September 1982.

The British Government is in a stronger moral position, though it is only fair to point out that British policy has yet to be tested by a moral dilemma as acute as that facing the Kuwaiti and Algerian Governments in the last few days. The question has been raised, how would the British public have reacted had there been members of the British, rather than the Kuwaiti, royal family on board the plane? Even to ponder the point is a good way for British people to grasp the degree of courage and firmness shown by the Emir of Kuwait and his people during this ordeal — especially if one also remembers the importance of family ties, and of the extended family, in Arab society.

Plus and minus

The impunity of the hijackers is certainly a minus, but the fact that they were in the end obliged to end the affair without obtaining any concessions from Kuwait is surely a plus. If the release of their 17 comrades imprisoned in Kuwait was indeed their objective, as they proclaimed, one can at least hope that they and their masters will think twice and three times before attempting to repeat such an elaborate, expensive and (presumably even for them) nerve-racking operation with so little prospect of success.

And even if the real objective was related to some wider Iranian raison d'état, it must be doubtful whether it has been achieved. Like the latest bout of misingling in the Gulf, the affair has served only to put Iran in a bad light, at a time when it has been anxiously trying to improve its international image, notably by exploiting Iraq's use of chemical weapons. In order to stave off the threat of a United Nations' arms embargo.

There presumably is a faction in Iran which encourages such provocations in order to sabotage any incipient détente with the Islamic West. But, whether on the capture of the Achille Lauro cruise liner and bloody shoot-outs at Vienna and Rome airports.

These events stimulated a concerted international effort to tighten up security. The resulting peace is quiet may have weakened some complicity. Yet, that aside, this latest international terrorist episode raises some worries for the future, including the still confused question of Iran's role.

Undoubtedly, the hijackers were the best equipped, prepared and organised to appear yet in the Middle East. They managed to put bombs on KU422 at Bangkok, an airport generally reckoned to have adequate security. Whether or not they were reinforced at Mashhad in Iran, the first stop of the diverted flight, the group had sufficient

elsewhere. His own relative lack of experience in national and international affairs also needs compensation.

He must at least consider offering the number two slot to the Rev Jesse Jackson, a beaten but far from spent force, as his 37 per cent of the vote in New York demonstrated. Conventional wisdom says that Mr Jackson on the ticket would, in the end, repel more voters than he would attract. However, operating from a less exalted level than that of running mate, his ability to mobilise minorities could be a substantial asset. Maybe Mr Jackson, who has shown himself capable of playing the game long, would accept such a role this year.

Sacrificing power

Now that the other defeated contender, Senator Albert Gore, has been found guilty of petulance in the first degree, the perfect partner for Mr Dukakis is probably Senator Sam Nunn of Georgia, who polls weight not only in the Democratic primary but also in the caucus states. Moreover, Mr Nunn is sufficiently self-effacing as a campaigner, though not as a Senator, to be unlikely to overshadow Mr Dukakis himself. Whether he is interested in sacrificing real power as chairman of the Senate Armed Services Committee in favour of only the hope of being that illusory heartbeat away from the presidency is another matter. But there are other able regional possibilities.

A Bush-Dukakis contest does not exactly make American nerve ends tingle, a factor which probably helps Mr Bush, in that Republicans tend to do better when the turnout is low. The continuing health of the real economy also works in his favour, though the underlying instability of the markets could induce a sudden relapse. Foreign policy developments, such as the US attack on Iranian installations in the Gulf and a smooth Reagan-Gorbachev summit, can be co-opted to Mr Bush's advantage. But the great domestic social issues, especially this year drug addiction and the plight of the underclass, are probably more fertile ground for Mr Dukakis.

Tactics for the US election

SIX WEEKS ago, Super Tuesday suggested that the US presidential election would be fought by the middle by the middle. This has been confirmed by the New York primary. Barring the unexpected, Vice President George Bush will head the Republican ticket against Governor Michael Dukakis of Massachusetts for the Democrats.

Current polls put them at level pegging, though most informal assessments rate Mr Bush the favourite. This appearance of parity is not surprising, because there has been a recent drift away from the Republican Party and because neither candidate has yet inspired much public affection or admiration. In what promises to be quite a technical election, not dominated by overriding issues, each will be looking for an edge, or a series of small advantages. In this respect, no decision will be more important than the selection of running mates.

Mr Bush's task looks easier. He has geographical bases in both the north and south. More important is the assumption that President Ronald Reagan can lock up the west, now natural Republican territory in any case, as well as assisting enormously in the south.

The 'passion' front

His need, therefore, is for someone who can bring a little fire as well as quality to the campaign. Senator Robert Dole of Kansas, defeated in the primaries, may have the quality but his tendency to direct his fire below the belt renders him suspect. Mr Bush may be tempted to steal Democratic thunder by picking a woman, such as Ms Sandra Day O'Connor, the Supreme Court Justice, but the imperatives of playing safe are more likely to steer him in the direction of a man like Mr Thomas Kean, the popular and progressive Governor of New Jersey.

Mr Dukakis's needs are similar, particularly on what has come to be known as the "passion" front, but greater. He requires someone who can help in the south, where the election could be decided and where "Massachusetts liberals" are not popular and among minorities without weakening the ticket

Richard Johns looks at the consequences of the ending of the 15-day hijacking of Kuwaiti flight KU422

RELIEF at the end of the second longest hijacking on record at Algiers airport yesterday will be tempered worldwide by regret that the hijackers seem almost certain to go free as part of the deal which made possible a conclusion without further bloodshed.

The 24 passengers and seven crew from Kuwait Airways flight KU422 who were released yesterday emerged from their 15-day ordeal apparently suffering from no more than exhaustion and whatever psychological wounds the captivity inflicted. For the civilised world the best possible accompaniment to that would be the arrest and conviction of the Shi'ite extremists for their hijack and the murder of two hostages. Yet it is doubtful whether that could ever have been achieved if any mediating authority was to keep its word in reaching a compromise.

It never seemed likely for a moment that Sheikh Jaber al-Ahmed, the Emir of Kuwait, would contemplate accepting the hijackers' demands. For their part the Shi'ite militants were hardly likely to renounce the cause of the 17 imprisoned in Kuwait for bomb attacks on the US and French embassies in 1983 in protest against the multinational peacekeeping force in Lebanon.

There is always brinkmanship involved in such a trial of nerve. But no one could safely dismiss as hyperbole the gunman's naming of the airliner as "the Great Plane of Martyrdom" and their donning of shrouds at Larnaca airport. The prospect could never be dismissed that they might blow themselves and the airliner up in a gesture of desperate publicity for their cause. Selfless death in a religious cause has always been the very goal of Shi'ism. The death in battle, or "martyrdom," of the Imam Hussein, grandson of the Prophet, in 680 at the time of the great schism in Islam has been a fundamental source of inspiration to the sect.

The KU422 hijack came as a shock after a period of calm for the international airlines. There had been no significant forcible diversion of an airliner and holding of passengers to ransom since the seizure by four Palestinian gunmen of a jumbo jet at Karachi airport in September 1986. There was no other comparable outrage in 1986, although the previous year had been one of special horror. There were two major politically motivated hijacks in 1985, as well as the capture of the Achille Lauro cruise liner and bloody shoot-outs at Vienna and Rome airports.

These events stimulated a concerted international effort to tighten up security. The resulting peace is quiet may have weakened some complicity. Yet, that aside, this latest international terrorist episode raises some worries for the future, including the still confused question of Iran's role.

Undoubtedly, the hijackers were the best equipped, prepared and organised to appear yet in the Middle East. They managed to put bombs on KU422 at Bangkok, an airport generally reckoned to have adequate security. Whether or not they were reinforced at Mashhad in Iran, the first stop of the diverted flight, the group had sufficient



Moment of freedom: The released hostages leaving their prison of more than a fortnight at Algiers airport yesterday

Back from the brink

numbers for a protracted operation. By resting in shifts they were able to ward off fatigue, the main ally of anyone attempting to bring about a satisfactory conclusion, either by negotiation or force.

There could be no greater contrast than between their cool control and the frenzied behaviour of the two gunmen, ignorant of the most rudimentary facts about fuel consumption, who in the case of the same 17 prisoners (as well as several hundred held by Israel) hijacked a TWA 727 in the Atlantic in 1977. Britain's SAS is known to have studied the problem of storming KU422; authorisation for deployment of this unit might have been given by the British government if it had been requested. As it was, the Cypriot government ruled out any rescue attempt from the start because of the damage likely to ensue.

Accounts from the freed hostages support the Kuwaiti Government's conviction that machine-guns, grenades and explosives, together with reinforcements were taken on board at Mashhad. The hijackers proclaimed their operation to be the

work of Islamic Jihad, in whose name most of the Western hostages seized in Beirut have been abducted.

The slogan Islamic Jihad or Holy War may once have been a cover for disparate factions, calls and even clans in the labyrinthine underworld of Lebanon. But the label definitely denotes Shi'ite extremism; in so far as it represents anything coherent it can be categorised as the terror arm of Hezbollah. It can safely be assumed that the hijackers of KU422 are members of Hezbollah, like those responsible for the TWA 77 hijacking in 1985.

Hezbollah is a loosely allied movement which emerged after the Iranian Revolutionary Guards' arrival in the Bekaa Valley of Lebanon in 1982. It is the most prominent among the groups sponsored, financed and, to an extent, directed by Tehran. In the past it has publicly acknowledged its allegiance to Ayatollah Khomeini. And its avowed aim is to establish an Islamic republic in Lebanon, the first step being a launching pad for the liberation of Jerusalem from the "claws of occupation."

Iran's leadership has been divided over the emphasis to be given to the export of revolution, an objective which has been under the patronage of Ayatollah Montazeri, Ayatollah Khomeini's designated successor. Mr Rafsanjani leads the more pragmatic camp which looks askance at the ideological commitment to the export of revolution at all costs and especially at the expense of the state's immediate interests.

Western diplomats believe Mr Rafsanjani's views have been angered and embarrassed at the timing, at least of the Mashhad landing when Iran was holding general elections. It was also trying to make maximum capital out of Iraq's alleged use of chemical weapons against its own citizens from the ground, the release of French hostages in return for reciprocal benefits for Iran.

All that does not rule out the possibility of some explicit approval for the hijack from the Iranian leadership. The Iranian Mr Ali Akbar Mohtashami, Minister of the Interior, who, as ambassador in Damascus in 1983, had a big role in co-ordinating suicide bomb attacks on the US and French units in the multinational peace-keeping force.

While the book provides a generally factual analysis of the Japanese system, Lynn's presentation of this as evidence in favour of the UK Government's plans for education reform is a dubious attempt at inter-cultural borrowing.

He first stumbles over the jargon of drawing lessons from foreign systems when he argues in favour of heavy testing in Britain. Although he does not mention the Government's plans for testing, his praise of the way in which Japan's exams provide pupils with goals and parents with the means to compare schools leaves little doubt that he favours the Government's idea of simple written exams.

It is true that the 14-plus and 17-plus exams in Japan have motivated large numbers of pupils. They have also provided parents with a stick with which to prod teachers into expending greater efforts on their children. The exams have "succeeded", however, within the context of a particular social structure. In Japan, job prospects are linked directly to these exams. Society's

THURSDAY BOOK REVIEW

Educational Achievement in Japan

By Richard Lynn
 Macmillan £8.95

DURING THE debate over the Conservative Government's Education Reform Bill, the British public has been regaled with tales of successful foreign education systems. Most prominent among has been that of Japan.

The first book to attempt a comprehensive analysis of the Japanese education system has been published recently, in association with the right-wing Social Affairs Unit. The author, Professor Richard Lynn of the University of Ulster, discusses the excellent scores gained by Japanese pupils in international mathematics and science tests and concludes that this success reflects, above all, the superior motivation of pupils, parents and teachers.

The lessons he draws for the UK include:

- The Government does not need to spend any more on education — Japan has much larger classes and comparable teacher salaries.
- Pupils need incentives, such as exams, to learn and study — Japan's system runs on the motivating power of its senior high and university entrance exams at 14-plus and 17-plus.
- The school year should be longer — Japan's 240-day year compares with 180 days in Britain.
- Incentives must be created for schools and teachers — in Japan, competition through exams and a large private sector enforce a degree of "discipline".
- Japanese pupils exhibit high-quality performance in international tests well before private competition becomes a factor.

The explanation for this success, in the absence of "the discipline of the free market," lies again in Japanese society. Already at this early stage, parents demand maximum effort from their children. There are, nevertheless, lessons to be learnt from Japan. Lynn is right to emphasise that much of its success can be attributed to the sheer amount of time the nation's pupils spend in the study of basic academic subjects. A longer school year and a national curriculum emphasising "the basics" would be a step in the right direction.

Similarly, he focuses on a deficiency in Western education when he stresses the need to motivate pupils, parents and teachers. Britain may also have something to learn from the Japanese system of competition between schools at the upper secondary school level. The important thing to remember is that ability-separation does not take place in Japan until students enter the upper secondary schools at 15. A change in this direction in the UK could only be accomplished by restructuring secondary education, perhaps as part of an attempt to increase the number of pupils staying on until 18.



Len Schoppa
 The author is at Oxford University, working on a doctoral thesis on education reform in Japan.

Lancashire favourites

THE county cricket championship starts today with Lancashire, the favourites, to take everything else.

The Lancashire-Worcestershire match overshadows the rest in the first experiment with four-day county cricket, aimed at reducing consecutive derbies on the third day and at preparing younger players for test match conditions.

Lancashire, second in the championship last year, have strengthened their team with the fast bowler Chris Matthews from Western Australia. The Old Trafford pitch is being relaid and a new inflatable cover has been bought to allow the groundsmen to work while it is in place.

Worcestershire, quoted by Ledbury at 9-1 for the championship, compared to Lancashire at 9-2, are taking Ian Botham with them and were saying yesterday that he was expected to play, even though he is still recovering after completing his 500-mile walk with elephants across the Alps.

The presence of Botham and Dilley makes Worcestershire fancied in the one-day trophies, quoted at 3-1 for the Refuge Assurance League, 9-2 for the Benson and Hedges Cup and 9-2 for the NatWest Trophy, but the possible loss of both players for test duty makes county championship success less likely.

Lancashire last won the championship in 1950 when they shared it with Surrey. Among the outsiders, Derbyshire at 25-1 could be a good bet. Surrey fancy their own chances so much they have bet on themselves at 25-1 and stand to take £10,000 from the bookmakers if they carry it off. Their odds have now been reduced to 14-1.

Smith's war games

WHAT most of us will continue to remember as W H Smith & Son recently changed its name to W H Smith. The company has been trying to establish when it first

OBSERVER

used the W H Smith & Son brand name.

Its architect, Tim Baker-Jones, has come up with a war map of Afghanistan dated 1978. Printed in six colours apart from black and white, the map is an enlarged inset of the Khyber Pass, it sold in those days for six pence. Such is its detail that some people might have found it useful in the last few years.

Wörner's farewell
 Manfred Wörner, West Germany's departing Defence Minister, took a helicopter trip to Minschlagbad yesterday to say goodbye to the British forces in Germany. Leaving speculation buzzing in Bonn about who will be his successor.

After 5 1/2 years in the job, Wörner takes over from Britain's Lord Carrington as the new Nato Secretary-general on July 1. Amid all the publicity that Franco-German military collaboration has been getting, he was careful yesterday to stress the strength of the "quiet friendship" with Britain.

Wörner, 53, is leaving the Ministry's sprawling Karlsruhe complex with some relief. He has withstood the pressures of office better than some previous defence ministers, for whom the post has often turned out to be a political graveyard, but is bequeathing a host of financial and manpower problems to his replacement.

Irish quarrels
 Persistent dissension by John Donnellan, a former Irish minister of state, with his Fine Gael Party leader Alan Dukes has led to his expulsion from the parliamentary party.

Right of reply
 The name of the new chairman of the British Press Council is expected to be announced next week. He or she will succeed Sir Zelman Cowen in September.

After all, this is probably the council's last chance to prove that it can monitor journalistic conduct on a self-regulatory basis. At present, some of its rulings are ignored or denied by sections of the press. There is also mounting pressure in parliament to introduce a statutory right of reply when newspapers are judged to have gone too far. Averting such pressures, while restoring respect for the council, will be among the major tasks of the new chairman. They are surely beyond the head of another Oxbridge College or a political has-been. It is not still certain, however, that the members of council making the appointment have taken that on board.

Hair of the dog
 A reader in Woking tells us that he was driving behind a car when the motorist suddenly stopped, opened his door and threw out a dog on to the pavement before speeding off.

Upset about this apparent cruelty, the reader tried to catch the dog but it ran off after the first car. About a mile down the road he came upon the man sitting outside a pub with a pint in his hand just as the dog arrived. He explained: "It's just the way we do Woking."

ONE OF THE peculiarities of mainstream macro-economics is that a slowing down of output can be seen as good news and as an antidote to inflation.

Economic Viewpoint

Inflation, new jobs and the poll tax

By Samuel Brittan

The evidence that the UK economic upturn is running out of steam is still pretty scanty. The 3 per cent apparent fall in manufacturing output between January and February has little meaning: it is a waste of time to debate how far it might have been affected by the leap year adjustment.

Even the quarterly movement, which shows a slowing down in the annualised growth rate in manufacturing to just over 1 1/2 per cent, is pretty erratic, although it is worth observing. Combined with the fact that the unemployment rate is still only four months old, the diagnosis is highly dependent on the Department of Employment's seasonal adjustment.

per cent between the first quarters of 1987 and 1988 (a rise exaggerated by bad weather in the earlier period) and by an annualised 4 per cent between the two most recent quarters. The true trend is somewhere within this range.

The most obvious indications of a build-up of spending power come, however, from asset markets. The double-digit percentage increases in the money supply and in bank credit, (for which fresh March data are due today) are, on their own, far too unreliable a guide to inflationary pressures. But they are this time backed up by other indicators, above all, house prices.

HOUSE PRICES 1st quarter 1988



Table with 4 columns: Region, Average prices, % increase over year ago. Rows include UK, Scotland, Northern Ireland, Wales, North West, North, Yorkshire & Humberside, East Midlands, West Midlands, East Anglia, Greater London, South East, South West.

Source: Halifax

dential property boom has coincided with the drop to a record low of 4.3 per cent in the (admittedly dubious) official estimate of the personal savings ratio.

The poll tax will encourage wasteful low-density occupation and discourage the sharing of large homes

Tighter monetary policy, which normally takes the form of raising interest rates, is also hardly sensible while sterling is already higher than justified by the fundamentals of either relative inflation or relative competitiveness.

area, the rate of UK inflation in traded goods and services ultimately cannot exceed the German one.

The well-off get more and more

It is indeed true that high income earners have contributed an increasing proportion of the total tax take since 1979 - despite the fact that this proportion will fall in the wake of this year's Budget, as Peter Riddell points out.

John Redwood, are putting the frighteners on to try to freeze him into complete rigidity.

The relationship between £M3 and nominal GDP is unstable

From Mr Andrew McKay. Sir, I welcome Samuel Brittan's continued enthusiasm (April 14) for nominal gross domestic product (GDP), especially in the context of the international policy co-ordination debate.

An anomaly explained

From Mr Otto von Fieandt. Sir, Your Observer column (April 11) repeats the misconception that the seven-year presidential term in France was an innovation of the Fifth Republic, made for the convenience of General de Gaulle.

Letters to the Editor

Money linked to commodities

From Dr Patrick Collins. Sir, Samuel Brittan pointed out some of the weaknesses of the international commodity price index proposed by US policy makers (April 14).

The well-off get more and more

From Mr Frank Field MP. Sir, Peter Riddell's article on the increased proportion of tax revenue paid by top earners (April 15) only thinly disguises the large shift of national wealth to the well-off that underlies this increase.

AUT anxieties over plans for the restructuring of British science

From Dr Ekkehard Kopp. Sir, Your leading article of April 12 describes the difficulties faced by the research councils in setting up interdisciplinary research centres (IRCs) in the universities within a science budget which is declining year by year in real terms.

The relationship between £M3 and nominal GDP is unstable

From Mr Andrew McKay. Sir, I welcome Samuel Brittan's continued enthusiasm (April 14) for nominal gross domestic product (GDP), especially in the context of the international policy co-ordination debate.

The well-off get more and more

It is indeed true that high income earners have contributed an increasing proportion of the total tax take since 1979 - despite the fact that this proportion will fall in the wake of this year's Budget, as Peter Riddell points out.

Lombard

The frontiers of medicine

By John Lloyd

A RANGE of life and death matters now present themselves for resolution by law makers - and the general public - in different countries. They include: A debate in the Netherlands about legalising euthanasia. The issue will shortly be considered by the Dutch parliament amid signs that most people in the country will approve, at least, of decriminalisation.

Advertisement for Tiphook Containers. Features the Tiphook logo, a crown, and text: 'The Queen's Award for Export Achievement 1988. Tiphook Container Rental is the largest container rental company outside the United States and the fifth largest in the world.'

ANDER Wiring Systems Supply Specialists Voice . Video . Data . Power Service is our Technology Tel. 01-568-1681

FINANCIAL TIMES

Thursday April 21 1988

Balfour Beatty for Refurbishment 0932-231055 A BICC Company

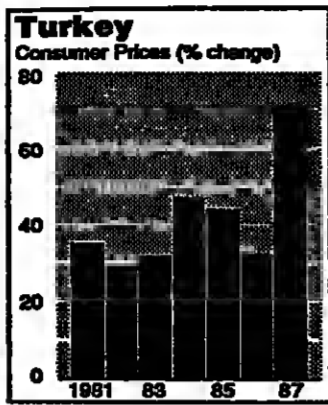
Jim Bodgener reports on the changing mood of the Turkish electorate as inflation rises

Ozal loses his 'central pillar'

OVER the smog-ridden shums in the valley the Riviera-style apartment blocks of Ankara's bureaucratic middle classes on the northern hills look across to the squatter sprawl climbing the low range of mountains on the other side.



Ozal: Initiatives can no longer mask popular frustration



Turkey's capital is a city of two worlds: the safe, ordered life of bureaucrats, academics and professionals; and the insecure, shifting existence of underemployed taxi drivers, pedlars and casual labour outside the pale of the formal economy.

The Government needs to achieve a tangible reduction in inflation before next winter to break the pattern since 1980 of 10-year cycles of economic and social chaos leading to military intervention. It is unlikely, however, that the present groundswell of unrest will result in the scale of violent eruptions that led to the 1980 coup and the harsh repression under military rule.

Within the ruling party there is a groundswell of grassroots discontent which has been captured and articulated by the leader of the party's fundamentalist wing, Mr Mehmet Kececiler. He has clashed openly with the party's liberal wing and has called for a cabinet reshuffle after the party congress in June - his inclusion in the cabinet after the elections was vetoed by the secularist President Kenan Evren.

cal faction within the higher planning council. The result has been cancellation or deferment of large development projects, mostly being sought by foreign-led contracting groups.

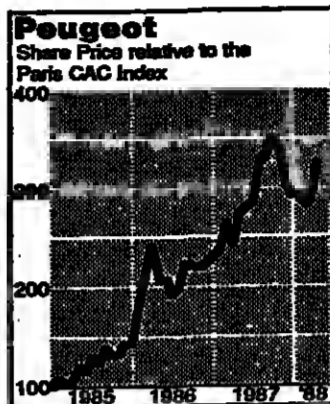
Canadian Imperial Bank sheds 124 London employees

By Alexander Nicoll in London

CANADIAN Imperial Bank of Commerce yesterday dismissed 124 employees of its London investment banking operations, representing one of the largest staff cuts in the current shake-out of the over-crowded Eurobond and UK stock markets.

THE LEX COLUMN

Peugeot turns the corner



Gone are the days when the easy way for a European car manufacturer to gain market share was to pick at the ruined chassis of Peugeot. To judge from the motorways in the UK no less than in France, the Peugeot 205 has proved the perfect answer to the problem of excess disposable income among young European professionals - not to mention the problem of Peugeot's profitability.

Peugeot's share price has risen sharply this year, earnings per share increase for 1987 pales beside startlingly good figures from nearly all its competitors. More important was the one-third reduction in net debt with the tax charge expected to rise sharply this year, earnings per share need a boost from lower interest charges. Even so, Peugeot remains the most indebted of Europe's volume car makers - Rover and Renault now being bailed out by their respective governments and a downturn could find it vulnerable.

lying weakness will have been due to the opportunistic stream of rights issues in the past couple of weeks. More important, though, the results season for calendar 1987 is drawing to a close, and despite better than expected figures at what could well prove the top of the earnings cycle, the market has signally failed to respond.

Israel to permit N-plant inspections

By Andrew Whitely in Jerusalem

ISRAEL has agreed to permit a limited inspection of its nuclear facilities by outside bodies for the first time since it entered on a top-secret research and development programme 30 years ago.

Tikkoo cruise ship threatened by government subsidy doubts

BY KEVIN BROWN, TRANSPORT CORRESPONDENT, IN LONDON

A \$500m PLAN to build the world's largest cruise ship at Harland and Wolff, the state-owned Belfast shipyard, may not qualify for subsidies from the UK Government's shipbuilding intervention fund, it emerged last night.

builders compete with low-cost competition from the Far East, principally Japan and South Korea.

level of subsidy that would be required, despite the publicity given to the launch of the project.

Bank of Scotland

Markets

The Bank of Scotland may not be much of a competitor for the big London clearing banks on their home turf, but it is nonetheless an embarrassment to them.

Leading brokers quit securities firms

Two leading London-based stockbroking analysts yesterday announced independently their resignations from two securities firms.

Mr Nick Bubb, retail stores analyst, has left Citicorp Securities and joined to John Mowbray, Stanley, the New York-based investment bank which has succeeded in attracting several leading analysts over the past eight months.

Czech reshuffle aims at reform of the economy

THE CZECH Government was formally dissolved yesterday to open the way for a reshuffle aimed at streamlining the country's management of the economy.

Midi anticipates hostile takeover

Continued from Page 1 have been negotiating other alliances. Some analysts believe that Generali and its allies have already taken their stake above 20 per cent.

Table with columns for location, temperature, and weather conditions under the heading 'WORLD WEATHER'.

Council gives up the fight

Continued from Page 1 against issuing securities in the London capital market.

Council gives up the fight

working a week, and a secretary, working two days, constitutes its entire workforce.

Council gives up the fight

working a week, and a secretary, working two days, constitutes its entire workforce.

Advertisement for OLAS Real-Time Database Accounting Software. Includes a large graphic of a gear and text describing the software's features and benefits.

Handwritten text at the top of the page, possibly a name or reference number.

INTERNATIONAL APPOINTMENTS

Table of job advertisements including Corporate Finance, Financial Management, Credit Analysis, Financial Analyst, Planning Manager, and Group Finance.

HUDSON SHRIBMAN THE COMPLETE FINANCIAL SELECTION SERVICE

Squibb appoints president and board vice chairman

SQUIBB, the large US pharmaceutical group, has elected Mr. Jan Leschly president and chief operating officer...

London principal for Morgan Stanley

MORGAN STANLEY, a leading New York-based international investment bank, has promoted Mr. Neil Anthony Cummins...



Mr. Neil Anthony Cummins

Bank of America forms regional capital markets

BANK OF America, the California-based bank, announced the formation of three regional capital markets operations to serve Europe, the Americas and Asia.

Other members of the department are: Kichiro Tsuchino - senior manager; Richard Arscott - manager; Yuhiko Yasunaga - manager; Graeme Gillies - officer; Keith White - officer.

ITT names new president

THE DIVERSIFIED US conglomerate ITT, which has operations on all continents, has named Mr. DeRoy C. Thomas president and chief operating officer.

Mr. Thomas, who currently directs \$1.5bn of ITT sales and revenues in ITT Insurance, Sheraton hotels, communications information services, ITT Rayonier, and ITT financial services...

Accountancy Appointments

FUTURE PARTNER, HARROW, MIDDXX £18-20,000 + Car. Expanding 6 Partner Firm of CA's with potential for rapid growth...

THE LANDSCAPE CHANNEL Finance Director Des. London SE1 c£23,000 package + share options. My client The Landscape Channel is looking for a sales-marketing oriented ACA...

Group Financial Controller c.£50,000 + Car + Benefits N. Home Counties. Our client is an international group operating in the fields of electronic and mechanical engineering...

Colorgraphic plc AMBITIOUS FINANCIAL CONTROLLERS Excellent benefits + Company car East Midlands. Colorgraphic Printers Limited and Colorfactory Limited are the Group's two largest companies...

Finance Director London c.£70,000 + bonus + benefits. Our Client is a multi-national group, operating in the consumer goods sector, with annual sales in excess of £4 billion...

Divisional Finance Director Designate City c.£30,000 + car. Spicer & Oppenheim, one of the leading firms of International Chartered Accountants is currently establishing major divisional roles...

Divisional Financial Controller. We are one of Britain's leading book publishing houses, with a continuing record of growth and expansion...

Financial Accountant Recently Qualified Chartered Accountant City c.£25,000 + package. Our client is the London merchant banking subsidiary of a major Japanese banking group...

"we need international business flair..."

Finance and Accounting Manager

FMCG Business Development with US Multi-national

Staines

c.£30,000 + car

Our client is a Fortune 500 FMCG corporation, with worldwide operations conducted through local joint ventures, licenses and exports. The UK branch office, led by an experienced General Manager, is the nerve centre for raising operations and business development in the Middle East and further afield.

computerised accounts systems, is essential. Knowledge of financial modelling would be a plus.

The competitive remuneration package will include a performance element and a fully expensed 2-litre car. Prospects, either in international finance or in business management, are excellent. Please reply to Barbara Robertson, in strict confidence, with details of age, career and salary progression, education and qualifications, quoting reference 5103/FT on both envelope and letter.

**Deloitte
Haskins+Sells**

Management Consultancy Division
P.O. Box 198, Hillgate House, 26 Old Bailey, London EC4M7PL

SYSTEMS ACCOUNTANT

London

to £30,000 including profit share + car

Our client is a leading international property development, investment and management Group which has experienced consistent growth in the last decade. A systems accountant is now required to join the senior accounting team based at the Group's head office in central London.

liaison with a wide range of users and with data processing staff. The position calls for a confident but personable chartered or certified accountant with post qualification commercial experience as a user of computerised systems and with involvement in accounting systems design.

This is a new appointment with responsibility for the specification, implementation and update of computerised and manual accounting systems, with some involvement in Group consolidation. It will necessitate considerable

This is a key role within the organisation and presents an opportunity to make a very real contribution to the effectiveness of the accounting function.

Please write in confidence with full career details, quoting ref. 4282 to Rosalba De Lisi.

KPMG Peat Marwick McLintock

Executive Selection and Search
9 Cored Lane, London, EC4V 5BR

Our client is a major plc in the North West with an international reputation for quality, reliability and innovation. Its success reflects the utilisation of sophisticated design and production technology, major capital investment programmes and a policy of employing highly skilled personnel. As part of its continuing development, the company wishes to increase its financial skills with the following important new appointments.

Finance Manager

c.£20,000

Reporting to the Managing Director of one of the company's major divisions, this post is responsible for handling financial data and advice to key operational management, assisting with commercial decision making and liaising with Group Finance personnel to develop information systems and appropriate administrative controls.

Candidates should be qualified accountants CA or CMA and preferably aged 28-40. They must be able to demonstrate wide financial management experience gained in a manufacturing environment, together with strong inter-personal skills, a strong innovative approach and a high degree of initiative. Ref: R169

Controller - Overhead Costs

c.£20,000

Reporting to the Chief Accountant, the key objectives are to promote greater awareness of the effects overheads have on financial performance, and to maximise recovery of indirect costs. Major responsibilities will be identifying cost reduction opportunities, developing an appropriate strategy and implementing effective controls. These will require the development of close working relationships with

operational management in a variety of product areas. Candidates should be graduates with a relevant accounting qualification, preferably CMA. Experience in overhead and budgetary control in a complex high technology environment will be an advantage, while initiative, an analytical mind and well developed inter-personal skills will be essential to success. Ref: R168

Both appointments offer excellent salary and benefits packages, including relocation, together with longer term career development opportunities in this forward-looking company, committed to excellence in its people and products. Please write in confidence with full career, personal and salary details, quoting the appropriate reference number, to: Derran Sewell, Corporate Resourcing, Arthur Young Management Consultants, Commercial Union House, Albert Square, Manchester M2 6LP.

Arthur Young Corporate Resourcing

A MEMBER OF ARTHUR YOUNG INTERNATIONAL

Young Chartered Accountant

International Group Role
N.W. Surrey
c.£25,000 plus car and benefits

The international investment arm of a major overseas public company is building on its impressive growth record through the development of existing interests and by further acquisitions. This has created a new opportunity for a young qualified accountant to join its small, highly professional head office team.

Working closely with the Financial Controller the role will be to monitor investment performance throughout a complex network of companies

worldwide and to assist in the identification and investigation of potential acquisitions. Excellent career opportunities could develop to running the finance function of individual companies brought into the group.

Ideally, after qualifying with a 'big 8' firm you will have gained 1-2 years experience in a sophisticated commercial environment. Experience in international consolidations and in computerised systems would be an

advantage but above all we are looking for first-rate analytical ability and a clear-thinking, commercial and positive approach.

Please write, enclosing a full CV and salary details, quoting reference MCS/2014 to: Christopher Balton, Executive Selection Division, Price Waterhouse Management Consultants, No. 1, London Bridge, London SE1 9QL

Price Waterhouse

APPPOINTMENTS

ADVERTISING

For further information
call 01-248 8000

Tessa Taylor
ext 3351

Deirdre Venables
ext 4177

Paul Maraviglia
ext 4676

Elizabeth Rowan
ext 3456

Patrick Williams
ext 3694

FINANCE DIRECTOR

Capital Asset Leasing
Motor Vehicles

to £30,000 pa + BMW + share options West of London

This is an outstanding opportunity for a qualified Accountant well-versed in the financial nuances of asset leasing, ideally with experience of vehicle leasing and contract hire, to join the board of a company poised for dramatic growth.

Backed by substantial institutional funding and benefiting from a blue-chip client base the company specialises in the highly profitable executive car sector of the business vehicle leasing and contract hire market.

On achievement of the growth objectives the personal rewards for the successful applicant will be considerable as it is intended to float the company on the USM within five years.

Applicants, aged under 45, must possess all-round financial and accounting knowledge with the ability to define and implement the computer systems necessary to control and monitor business activities.

In addition to a basic salary negotiable to £30,000 pa, a 5-series BMW will be provided, together with family BUPA cover and a contributory pension scheme.

In the first instance applicants should send a brief but meaningful cv to Brian Hodges, acting as advisor to the company at the address below. Alternatively telephone Epsom (03727) 44311 for an application form.

Resource & Development Ltd.

SEARCH • SELECTION • APPRAISAL • TRAINING
RESOURCE HOUSE, 1A HIGH STREET, EPSOM, SURREY KT19 9AD.

FINANCIAL CONTROLLER (DIRECTOR DESIGNATE)

MIN £30,000 + CAR + OPTIONS LONDON SW1

The principal operating subsidiary (T/O c.£30m) of an acquisitive UK plc, the Company is a leader in the contract security industry. We have an outstanding growth record which is projected to continue. Operations are controlled from fourteen profit centres which are being brought onto networked systems.

The Controller will be responsible to the Group Finance Director for all aspects of the finance function (20 staff) and will work as the senior financial specialist with the management team of the company.

We want to meet a qualified accountant, aged 30-40, who has broad financial management experience gained in a fast moving business. Excellent leadership qualities and interpersonal skills and an aptitude for computers are essential. The post will suit someone who likes to work under pressure and wants to progress fast.

Appointment to the Company Board is envisaged in the near future and prospects within the group are excellent. The attractive package includes future share options, a fully expensed executive car and usual plc benefits.

Please write with career details to Edward Dolby, Reliance Security Services Limited, Mountharrow House, 12 Elizabeth Street, London SW1W 9RB.



RELIANCE
SECURITY

Financial Director

West Midlands

£25-30k + Car

Our client is a profitable £25m turnover subsidiary of a major UK-based PLC. The company, which is engaged in the manufacture of consumer durables, is about to embark on a major expansion programme which will place it at the forefront of its market-place over the next 5 years.

They now wish to appoint an exceptional Financial Director who will assume total responsibility for the finance and DP functions and who can play a leading role during this exciting phase of the company's development.

In addition to the usual responsibilities for Financial Planning and Reporting, the successful candidate will also be heavily involved in the strategic planning and policy formulation process. The DP function is currently implementing a fully integrated manufacturing control system.

Candidates, aged probably 30-40, will be Qualified Accountants with a strong track record of achievement in the manufacturing sector. You should be able to demonstrate a proven ability to manage change along with genuine commercial flair and a good working knowledge of computerised systems.

In return the company can offer you an outstanding challenge, excellent long term career prospects and a generous remuneration package which includes a fully expensed executive car bonus, share options and relocation expenses where appropriate.

Interested? Write to Dean Gollings BA, ACA, Executive Division, Michael Page Partnership, Bennetts Court, 6 Bennetts Hill, Birmingham, B2 5ST enclosing a comprehensive CV.



Michael Page Partnership

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Glasgow & Worldwide

Director of Finance and Administration

Publishing
c£30,000

South London

Wide ranging responsibilities in a highly-regarded specialist publishing house. A new position created by the rapid growth of the business and its plans for diversification and acquisition.

THE COMPANY

- Established, successful, blue-chip publisher of specialist reference material for the accounting and legal profession.
- Subsidiary of major British group.

THE POSITION

- Key task to set up new department providing effective financial reporting and management information systems.
- Integrate and develop new mainframe computer.
- Member of executive management team. Direct involvement in product development.
- Full responsibility for management services/admin.

QUALIFICATIONS

- Graduate, qualified accountant, aged early 30s.
- At least two years in a commercial role.
- Strong computer experience.
- Highly motivated with ambition and energy.

COMPENSATION

- Attractive base salary and benefits including performance-related bonus and car.
- Excellent career prospects.



Please reply enclosing your cv, quoting reference G128 to: 54 Jermy Street, London SW1Y 6JZ

CORPORATE (GROUP HEAD) TAX SPECIALIST

SR. £12,000 P.A. Neg
International City Based CA's

NEW QUAL (ATTN) TAXATION ASSISTANT

SR. £8,500 P.A. Neg
Major CA's Excellent Promotional/Partnership Prospects

TRUST MANAGER/PARTNER c £28,000

Thoroughly EXP'd. in all aspects of Trusts & Estates. International City Based Co.

ASST TO FINANCIAL DIRECTOR (MIDDLESEX) £19,000 PA Neg

Ex. Qual A.C.M.A. with a strong & Production Background. Age under 30

GRADUATE/TRAINEE c£10,000 P.A.

ACCOUNTANCY/SALES/FINANCE Related Degree. AREAS: London SE & SW England

For complete details and job spec in relation to the above please send a full cv to: JAMES G MCALLUM, INT. PROF. & EXEC. APPT. 210 Albert Road, Ilford, Essex. or Telephone 01-414 4148

GRADUATES

For A.C.A. Training Contracts to c£10,500 + FULL STUDY PACKAGES. Fees still available for TOP INTERNATIONAL to Small/Medium Chartered Accountants. Require 10-15 "UCAS" points at "A" Level & expect 1st/2nd Degree. 01-255-1555 Mike Marell, Meridian Rec. Cent, 25 Minerva St., WC1A 1JT

FINANCIAL DIRECTOR ZAIRE

Attractive Tax Free Salary + Full Expatriate Benefits

Our client is a major public transport enterprise based in southern Zaire, in the centre of the Copper Belt, and employing more than 20,000 staff. Southern Zaire has an attractive climate and offers a good quality of life in a cosmopolitan environment with access to a range of social and sports facilities. We are seeking a Financial Director who will provide direction and guidance on all financial management and statutory reporting matters, oversee the implementation and maintenance of new accounting and control systems, and ensure the training and development of Zairean personnel, in particular that of the Zairean Financial Director Senior, with whom he will work in close collaboration. This is a key appointment within the multi-national senior management team.

Candidates should have a recognised accountancy qualification and a proven track record at a senior level in the management of an accounting function. Fluency in English and French is essential and previous working experience in Africa is strongly preferred.

The appointment will be made on a 3 year contract, financed by the World Bank, and with a possibility of renewal for a further period. A very attractive tax free salary is offered, together with a full range of expatriate benefits, including furnished accommodation, car and driver.

Please write in confidence enclosing full career details, quoting ref. S7889, to Valerie Fairbank.



Peat Marwick McLintock

Executive Selection and Search
9 Creed Lane, London, EC4V 5BR

AUDIT SENIOR/SUPERVISOR

Frankfurt, West Germany

DM 90,000 - 110,000

We are a worldwide Fortune 200 multinational with 51 industrial and commercial units operating throughout Europe. We currently have vacancies within our European Audit Department.

We offer

- An invaluable career experience initially in auditing with a heavy emphasis on operational areas such as Sales/Marketing, Production, etc.
- Future possibilities in line functions.
- An organisation committed in general to promoting and developing your future
- Constant contact with general management as part of the work content
- Excellent travel conditions - 6 weeks vacation
- Promotion possibilities whilst still in the Audit Department

We Require

- A mature personality
- Age 25 - 40
- An Accountancy qualification and industrial accountancy or audit experience.
- Practical knowledge of Standard Cost Accounting
- Competent command of English and either German or Italian
- A desire to travel (75% with weekends at home or at an alternative location)

INTERESTED ?!

Tel Jayne Szimeth between 9.00 and 12.30 hours Central European Time at 49-69-80431 or at Weekend David Thompson 49-6190 5478

or send your resumé to:

David Thompson, Embart Corporation Kaiserleistr 51, 6050 Offenbach, West Germany

EUROPEAN CONTROLLER

West London to £25,000 plus car

Our client is an internationally successful group in the development and marketing of automated business and cash handling systems. The Swedish parent company has chosen the UK as Headquarters for its new European Division which co-ordinates the marketing and finance activities of four European subsidiaries.

Reporting to the Managing Director of this Division, the European Controller will introduce and manage financial control procedures to ensure the accurate monitoring of European operations to the parent group. There will be frequent liaison with Finance Controllers of each subsidiary, working with them in achieving business objectives and integrity of financial information. The Controller will also undertake special projects to expand the European business including review of potential acquisitions.

Candidates will be Qualified Accountants aged 27-40 with a strong financial accounting background, preferably gained in a multi-currency reporting function. The European Headquarters is a small close-knit team offering broad involvement beyond pure finance into administration and marketing functions.

Computer literacy is important, as an early responsibility is the selection and implementation of appropriate systems.

In addition to an attractive salary, our client offers a benefit package in line with the seniority of this new appointment.

Please write in confidence, quoting ref F7232 to: Jeff Adcock, Clark Whitehill Consultants Limited, 25 New Street Square, London EC4A 3LN



Clark Whitehill Consultants
Executive Selection

Finance & Administration Controller

London NW c£25,000 + car

Our clients are a well established and progressive firm of solicitors, dealing with a variety of legal work, including a large proportion of civil and criminal Legal Aid cases.

Continuing development of the practice has created the need for a Finance & Administration Controller to assume responsibility for all the Firm's accounting, finance and administration, and advise the Partnership on the financial aspects of the Firm's strategy. Reporting to the Partners, the post-holder will be supported by a small dedicated team.

Candidates should be qualified accountants with several years experience in a small to medium sized, growth-oriented business; preferably but not necessarily a professional practice. Experience of computerised accounting systems is essential. Probably in their thirties, candidates should be of partnership potential/culture. This is an opportunity to join a young, dynamic organisation, where energy and resourcefulness are highly valued, and where there is a common concern for humanitarian principles.

If you would like to share in the challenges of this exciting practice, please send a full cv including current salary and a daytime telephone number quoting reference 1539, to: Roger Bull, Executive Selection Division, Binder Hamlyn Management Consultants, 8 St Bride Street, London EC4A 4DA.

BinderHamlyn
MANAGEMENT CONSULTANTS

Accountants in Kent



Tiphook plc, Europe's largest container and road trailer company, incorporating Tiphook Container Rental, Central Trailer Rental and Tiphook Rail, offer new opportunities for experienced accountancy personnel at its prestigious Bromley based headquarters.

Management Accountant to £18K + benefits + European travel

A varied and interesting role in Central Trailer Rental involving the preparation of meaningful and accurate management information for this fast growing European group. Must be PC and computer literate with the character to work well within a strong team environment, should currently be a CIMA finalist.

Deputy Management Accountant to £15K + benefits

An excellent opportunity to develop your career within Tiphook Container Rental; in this new role in a young finance team. Must be PC and computer literate with good commercial flair, strong management skills, and be part qualified CIMA Part II.

Call Jennifer Bowden on 01-460 6060 or write with an up to date CV to: Tiphook plc, Lancaster House, 7 Elmfield Road, Bromley, Kent BR1 1LT.

FINANCIAL DIRECTOR (DESIGNATE)

West Midlands up to £30,000 + Car

Our Client is a private Company involved in a wide range of manufacturing activities.

A major career development opportunity has now arisen within the Company for a Financial Director (Designate). The selected applicant will play a key role in the development of the Company's financial affairs and, subject to performance, may be appointed to Financial Director in the future. Initial emphasis will be placed on developing effective costing systems within each of the manufacturing units and the management of the accounts function and computer systems.

Candidates for this post should be qualified accountants with manufacturing experience including costing systems. Experience of the total finance function is also essential which will have included man-management and working with computer systems. This appointment demands good communication skills in order to deal effectively at all levels within the Company.

Applications for this challenging post should be submitted in writing with full career and salary history, and quoting reference B/110/88 to David Rowley.



Peat Marwick McLintock

Executive Selection
Peat House, 45 Church Street, Birmingham B3 2DL

Assistant Group Treasurer

South Beds.

£ attractive salary + car + benefits.

Laporte Industries (Holdings) PLC is a successful, international Group with a current annual turnover well in excess of £400m supplying speciality chemicals and related services to customers throughout the world.

As a result of the move to our new Operational Headquarters at Luton, we are seeking to recruit an Assistant Group Treasurer to join our Group Treasury team.

Reporting to, and deputising for, the Group Treasurer, the duties will encompass a wide range of treasury functions, including bank relationships, debt and currency exposure management, negotiation of funding facilities and the review of new financial instruments and techniques.

You will probably be in your early 30's, have a minimum of 3 years direct experience in international treasury management and be a qualified accountant and/or a member of ACT. A high level of commercial judgement is also important coupled with excellent inter-personal skills and the ability to bring a creative approach to treasury management. Previous experience in treasury related computer applications would be an advantage.

We offer a competitive benefits package, which includes an attractive salary, non contributory pension scheme, a fully expensed company car and relocation assistance where appropriate.

If you have the necessary qualities and experience for this position then you should apply in writing, giving concise career, personal and salary details to:

Michael Lunn, Assistant Group Personnel Manager,
LAPORTE INDUSTRIES LIMITED
Laporte House, Kingsway, Luton, Bedfordshire LU14 5EW.



Hoggett Bowers

Executive Search and Selection Consultants
BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, GLASGOW, LEEDS, LONDON, MANCHESTER, NEWCASTLE, NOTTINGHAM, SHEFFIELD and WINDSOR
A MEMBER OF BLUE ARROW PLC

Director of Finance/Administration

Bristol, c £33,000, Bonus, Car

This new position has been created as part of a major restructuring of one of the UK's leading companies in the field of private medical insurance. With an enviable growth record and turnover running at £1m per week it now seeks someone truly exceptional to help take it a stage further. Reporting to the Managing Director and a key member of the Operating Committee you will be the inspirational driving force behind a radical review of methods and resources throughout the company. We are looking for a Chartered Accountant, computer literate, with a background of success in a complex business. Above all you will need to be a well rounded individual with first class intellectual and people skills. Terms of employment are excellent and include a highly attractive bonus scheme.

K. Towarow, Hoggett Bowers plc, 30 Queen Square, BRISTOL, BS1 4ND, 0272-288433. Ref: D11049/FT.

Divisional Finance Director

Leisure Industry
Greater London, c £30,000, Car, Excellent Benefits

This is a genuine opportunity to make a real contribution to the continuing success of a £15m turnover Division in the role of Finance Director of a highly profitable autonomous division comprising of 3 companies. The Division is part of one of the fastest growing and most successful groups in the country and organic growth is well established. Reporting to the Divisional Managing Director, responsibilities include the day to day control of the finance function to ensure that financial procedures and reporting requirements are adhered to according to Group directives with particular emphasis on strong financial controls; the reviewing and improvement of stock control and the implementation of a new IBM System 36 installation. Candidates, aged 28-40, will be qualified accountants and must have good management skills, a high degree of commercial awareness and be competent and efficient financial practitioners. Experience of international financial arrangements would be useful due to the Divisions importing involvement. Prospects within the Group are excellent and the position offers an attractive remuneration package including relocation assistance.

Mrs J. Cull, Hoggett Bowers plc, St. James's Court, 30 Brown Street, MANCHESTER, M2 2JF, 061-832 3500. Ref: M18026/FT.

Financial Director

Manufacturing Engineering
North East, £28,000, Car, Bonus.

Major restructuring and investment in research and development has provided a solid foundation for this autonomous company, part of a major engineering group, to profitably compete in both its UK and international markets. Reporting to the Managing Director, the appointee will take full responsibility for the control of all management accounting systems and the strategic financial planning procedures of the business, ensuring immediate profitability is maximised and long term development of the organisation is continued on a sound financial basis. Candidates aged 30-35, will be commercially aware qualified accountants, with a proven track record of achievement in financial control and systems development in a medium sized manufacturing environment. High levels of drive and determination are essential for success, in addition to proven leadership skills and the ambition to ultimately achieve general management based solely on results at this senior board appointment. The prospects for career advancement within the multinational parent organisation are restricted only by the candidates performance.

N.B. Parslow, Hoggett Bowers plc, 4 Mosley Street, NEWCASTLE-UPON-TYNE, NE1 1DE, 091-232 7455. Ref: N17023/FT.

Controller, Finance & Administration

Board Potential
Construction Products
Derby, Negotiable Salary, Car, Benefits

This challenging and broad ranging role is with the well established UK market leader of specialist structural floorings for the construction industry. Profitable, successful and part of a substantial publicly quoted group, the company guards its market share through competitive pricing, excellent quality of product, technical innovation and high customer service. Reporting to the Managing Director, the position leads up a team responsible for finance, DP, company secretary, personnel and administration and will participate with senior management in the commercial development of the company. Candidates will be qualified Accountants in their 30's with sound finance, administration and systems experience and computer literate. A background in project based manufacturing would be ideal and the ability to communicate effectively with technical and engineering staff is essential. Prospects exist for progression to board level and could include opportunities in the parent plc group.

S.J.A. Nicholson, Hoggett Bowers plc, 1/2 Hazwiler Street, LONDON, W1R 9WB, 01-734 8652. Ref: H18021/FT.

These positions are open to male or female candidates. Please telephone for a Personal History Form to the relevant office, quoting the appropriate reference.

Financial Controller

London c.£23,000 + generous benefits

My Client is a large, complex Group of Service companies of international repute, operating in a glamorous industry. As a result of expansion and internal promotions, they now seek a young (aged under 30 years) Chartered or Certified Accountant.

Your activities will be wide ranging both technically and geographically, and you will have functional responsibility for a small team. You will report to the Finance Manager and will be based near Holborn. Your responsibilities will include systems development and

implementation, special projects, financial accounting, taxation and guiding overseas General Management in financial matters. Visits to overseas operations will occasionally be necessary.

This is a first-class opportunity for a young accountant to build a career and gain broad international experience in a sophisticated Group.

For an initial discussion telephone Colin Sworder on 0372-65066 day or evening, or send your C.V. to me c/o Robert Marshall Advertising Limited, 44 Wellington Street, London WC2E 7DJ.

EUROPEAN TROUBLESHOOTER

ACA's 23-33 Neg. c. £25,000 + Our client is a major corporation based in SURREY with extensive interests in most European countries.

There are currently 3 vacancies for candidates with strong professional backgrounds, particularly young men and women who have already worked in EUROPE or in any OVERSEAS location for whom travel and being part of a well organised and motivated team hold attraction.

A second European language facility in ITALIAN, NORWEGIAN, GERMAN, DUTCH or FRENCH would be advantageous and explicit assistance is available from the company for linguistic improvement.

The company operates at the forefront of modern accounting technology and provides a "FINISHING SCHOOL ENVIRONMENT" for the BUSINESS ORIENTATED ACCOUNTANT.

Please telephone in the first instance and send your C.V. to:
GEORGE D. MAXWELL, Managing Director
ACCOUNTANCY APPOINTMENTS GROUP, 1-3 Mortimer St, London W1M 7RH
Tel: 01-580 7788/7885 (direct) 01-637 5277 ext 281/282

Accountancy Personnel

Placing Accountants First

ASSISTANT TO GROUP CONTROLLER

Rainham - Essex to £21,000 + Car + Package
This fast expanding and highly acquisitive group of companies requires a recently Qualified Accountant, looking for a Group Head Office Position within a growth orientated commercial environment.

The role is varied and challenging, with excellent medium-term career prospects, covering acquisitions, systems development, design and improvement, ad hoc work and 'trouble shooting', as well as main-stream accounting. The position will involve extensive travel throughout the UK and a significant amount of time could be spent away from Head Office working in current or prospective subsidiaries. If you offer a sound technical background, computer literacy and a commercial, self motivated approach call 01-638 3955 Ref. JF or send a Curriculum Vitae.

For further details, please contact:
Accountancy Personnel,
63/65 Moorgate,
London EC2R 6BH.
Tel: 01-638 3955

RENDEL

SENIOR MANAGEMENT ACCOUNTANT

SE1 c£20,000 Neg + Benefits
An opportunity to combine responsibility and challenge in a thriving International Consultancy and Design Engineering Group. As Senior Management Accountant you will have responsibility for the London Office accountancy function incorporating:

- Day to day management
 - Commercial financial and contract analysis with particular emphasis on contract costing and control.
 - Management reporting and liaison with senior engineering staff.
- If you can combine an accounting qualification (CIMA/ACCA) with experience in or an understanding of contract or job costing, then we would like to hear from you.

For further details, please contact:
Accountancy Personnel,
70 Welling Street,
London,
EC4M 4DD.
Tel: 01-238 0657

FINALIST/QUALIFIED

WC2 £15,000 - £18,000
Wilson Wright & Co a leading 8 partner firm of accountants, with an excellent reputation in the city, is presently recruiting at a senior level to fill a niche caused by recent expansion.

You will work as a senior member of the audit staff, supervising juniors where necessary, and representing the firm at clients. You will report in most cases direct to a partner and will be expected to work on your own initiative to ensure that highest standards are maintained. The client base ranges from partnerships to significant companies with turnover in excess of £80m. You will preferably be a qualified or finalist accountant keen to follow an accelerated career path to the highest level in a respected and friendly practice. Ref: GPS.

For further details, please contact:
Accountancy Personnel,
110 Strand,
London,
WC2R 0AA.
Tel: 01-378 6716.

GROUP ACCOUNTANT

SW1 c£20,000
Working within the Head Office of a successful and expanding International Design/Manufacturing Group, this is an ideal opportunity for a newly/recently qualified accountant to enhance future career prospects by gaining experience of all aspects of financial/management reporting and treasury procedures in a demanding commercial environment.

It is a high-profile position so excellent communication skills are essential as is a strong business understanding and a flair for technical applications in order to develop micro-computer based financial models.

For further details, please contact:
Accountancy Personnel,
8-8 Glen House,
Stag Place,
Victoria, SW1E 5AG.
Tel: 01 629 7555.

Chartered Accountant/Secretary

c.£24,000 + bonus + executive car

A medium sized plc based in South-East England, with a turnover in excess of £40m, is now actively planning the next phase of its development by acquisition as well as organic growth.

In this newly created position of Controller & Secretary, you will report to the Group Finance Director and join a small head office team where, after assessing existing procedures to ensure their adequacy during a period of growth, you will be closely involved in implementing group development plans. Evaluating investment opportunities and recommending appropriate funding arrangements will require a major contribution and, within 12 months, you will assume the role of Company Secretary which includes the administration of the pension scheme and the provision of advice to its trustees.

A qualified chartered accountant or secretary with at least 2 years' relevant post-qualifying experience, you should possess a good working knowledge of taxation, experience of financing arrangements and the ability to work effectively with professional advisers. A clear communicator, you believe in a participative management style and recognise the vital contribution of strong administration and control of resources.

In addition to basic salary, the usual range of benefits includes bonus, car and relocation assistance where appropriate.

Please send full cv which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: T5019/FT.



Hyde Park House, 60a Knightsbridge, London SW1X 7LE.
Tel: 01-235 6060 Telex: 27874.

CORPORATE FINANCE

City £25-50,000 + Car
This leading UK merchant bank is looking to grow its Corporate Finance team. You will be involved in mergers, acquisitions, fund raising, management buy-outs etc. as trainee, manager or assistant director level. Excellent career in an international environment. You must be a qualified accountant (24-29) or have relevant experience. Ref: JB.

MANAGEMENT CONSULTANCY

London Base to £40,000 + Car
We are currently recruiting for several clients, who are seeking high calibre graduates accountants/MBAs (aged 24-32). Opportunities are available in systems, strategy and commercial consultancy for adaptable self-starters with good interpersonal as well as analytical skills. Ref: SK.

ASST. TO F.D. - STOCKBROKING

City to £30,000 + Car
One of the City's most prestigious stockbroking firms seeks to recruit a new finance manager (24-35). Reporting to the F.D., you will lead a small team responsible for all financial reporting for the firm's UK operations. Excellent opportunities in a range of areas. Ref: HF.

INTERNATIONAL REVIEW

London to £26,000 + Car
This £25 billion TCO Group has come to dominate a number of markets by organic growth and an aggressive policy of acquisition. They now seek an additional senior to undertake a high profile operational audit role incorporating international travel. Ref: JE.

RECENTLY QUALIFIED ACA

Central London £23-25,000 + Car
Opportunity for a young CA to join the headquarters finance team of a diverse multi-national. You will be involved in financial reporting, monitoring control and a range of special projects. You will gain an overview of the company's business and will have excellent career development prospects.

CORPORATE STRATEGY

Berlin to £25,000
An outstanding opportunity with a highly acquisitive major Plc for a young CA (aged 25-30). You will be involved in targeting/investigating acquisitions, corporate planning and providing the chairman of a major division with a broad range of commercial and financial advice. Excellent promotional prospects. Ref: DR.

For further information on these and other appointments please call John Bowman or Paul Goodman on 01-387 5400 (evenings 01-924 5242) or write to:



DRAYTON HOUSE, GORDON STREET, BLOOMSBURY, LONDON WC1H 0AN. TELEPHONE 01-387 5400

Group Management Accountant

(Director Designate)

Thames Valley/M25

c.£24,000 + Car and Benefits

Our client is a fast growing quoted group of companies engaged in electronics and systems manufacturing for defence and industrial applications with a turnover of around £20 million.

Reporting to the Group Finance Director, the Group Management Accountant will be responsible for:

- management of the accounts department
- monthly management accounts
- monitoring and reporting on monthly contract/project cost ledger balances
- improvement of standard costing and batch production costing systems
- problem solving in subsidiary companies
- ad hoc investigations.

The successful candidate will have substantial experience in developing and managing cost control systems, particularly on contracts and R & D work. Candidates should be qualified cost and management accountants with a history of progressively responsible positions in manufacturing companies.

Career prospects with the group are excellent. If you believe you have the experience and drive required for this important position, please send a brief CV including your day time telephone number to Steve McBride.

ROBSON RHODES

Chartered Accountants

Management Consultancy Division,
186 City Road, London, EC1V 2NU.

Group Accountant

Financial Services
To £25K + Car + Profit Share + Benefits

Based in Central London the Group is involved in all aspects of the administration and management of Unit Trusts and is poised to expand rapidly over the next few years. Consequently the vacancy offers an excellent opportunity for someone wishing to play a key role in a company's growth.

As a senior member of the management team you will take full responsibility for the accounting function with particular emphasis on improving management reporting and computerised accounting systems.

You should be a qualified accountant, probably aged 30/40, who is highly computer literate and has an understanding of unit trust administration work.

Benefits include a subsidised mortgage scheme, non contributory pension, and equity participation once you have established yourself.

To apply please telephone or write quoting ref. 004 to Shipley Blackburn Executive Selection, 160 New Bond Street, London W1Y 0HR. Tel. 01-408 1371.

Shipley Blackburn

EXECUTIVE SELECTION
A MEMBER OF THE OLR GROUP

Head of Finance and Administration Central London

c £30K + Car

Our client, a major international Group whose turnover exceeds £3 billion, is a world leader in the luxury consumer products field. The Company adopts a progressive business approach with a strong emphasis on achieving growth through the successful exploitation of significant brand names.

We are seeking a Head of Finance to join a highly autonomous £20m T/O operating division of the UK subsidiary. Reporting to the Managing Director, the key responsibilities will be management and financial reporting, the ongoing development of sophisticated computerised systems, and the management of the customer service function. More importantly, as a key member of the management team, the successful applicant will be expected to make a significant

contribution to the overall financial strategy and control of the Division as a whole.

Applications are invited from graduate calibre qualified accountants, aged 28-34, fluent in French, with experience gained in an FMCG environment. Strong communication skills coupled with an assertive but diplomatic approach are necessary to meet the challenge of working in this sales and marketing driven organisation.

To find out more about this exciting opportunity, please phone Tony Martin on 01-831 2000, or write to him enclosing a comprehensive curriculum vitae and daytime telephone number to Executive Division, 39-41 Parker Street, London WC2B 5LH quoting ref. 503.



Michael Page Partnership

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Glasgow & Worldwide

Group Chief Accountant

Midlands/C. London

c.£40,000 + Exec. Bens.

We have been retained by a prestigious Plc with international operations within the FMCG sector. The Group has enjoyed sustained organic growth and a successful record of strategic acquisition, resulting in its high level of profitability.

This key position will entail responsibility for the management and statutory reporting at group level and the successful applicant will be expected to play a leading role in the further development of corporate financial planning and Group MIS strategy. An understanding of complex divisional and group objectives, together with the personal stature required to interface with Main Board members are pre-requisites of this appointment. You will be a qualified accountant, aged 32-45, technically outstanding, who has gained

experience within a Head Office environment of a large Group and must have line experience at an operating level. In addition you must have excellent inter-personal skills, man-management experience, and a highly professional 'results orientated' approach.

The post, initially based in the Midlands with short to medium term transition to London, provides an excellent entry-point to a highly successful Plc.

If you are interested in the job profile, meet the candidate requirements and wish to succeed in a major UK Group, please send your curriculum vitae together with a daytime telephone number to

Executive Division, 39-41 Parker Street,
London WC2B 5LH, quoting ref. 502.



Michael Page Partnership

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Glasgow & Worldwide

ASSISTANT GROUP TREASURER

Career Development Role for Young Accountant or MBA

Age 26 - 33

Major International Group

c.£25 - 30,000 + Car



Our client is a profitable and expanding major international group operating in diverse branded consumer product sectors with Group headquarters based in Surrey.

It now seeks to expand its centralised Group Treasury team with the appointment of a high calibre Assistant Group Treasurer. In order to develop the treasury management operations within the Group.

Reporting to the Group Treasurer, you will manage your own Assistant and, as well as having general involvement, you will be particularly responsible for the development of foreign exchange exposure management facilities within the Group in the UK and overseas, the UK cash/bank balance management operations and a variety of wide-ranging treasury projects.

You will be a university graduate and likely to also be a qualified accountant (or possibly an MBA). In addition, you must be self-motivated and possess a minimum of one year's treasury management exposure together with strong interpersonal skills. The experience and high visibility gained through this role will enable you to positively enhance your career with an international group offering excellent prospects.

Interested individuals should write, enclosing a recent resume and current remuneration details, to: Peter Flammiger, Director at FMS, 14 Cork Street, London W1X 1PF (Tel: 01 - 491 3431).

FMS

Search and Selection Specialists
for
Financial Management

Appointments

Advertising

Appears on

Wednesday

and

Thursday

£47 s.c.c

Premium
Positions

£57 s.c.c.

COMMERCIAL ACCOUNTANT

FOR BUSINESS DEVELOPMENT ROLE

"Applying financial expertise to a dynamic business"

Gr Manchester c£25,000 + exec car + benefits

This well-known consumer durables company is experiencing the exhilaration of success and rapid growth. Their unique blend of design excellence, marketing flair and outstanding service has brought them within a few years to be No 1 in Europe. An impressive record!

Plans are now being drawn up to build substantially on the near £40m turnover that has been achieved so far. This will demand the development of a larger organisation of branch offices - already numbering over 30, it will demand some reorganisation of existing functions and the installation of control systems that will extend profit responsibility throughout all areas of the company.

This is a complex and far-reaching undertaking, but absolutely essential to continuing growth. To handle this role, you will be an experienced and talented business manager, with well-developed skills in three key areas - financial reporting, commercial awareness and interpersonal communications. You should be a qualified accountant, aged up to 35, with good experience of a fast-moving sales/distribution environment. As you will be initiating changes in organisation and procedures, you will need to command excellent powers of persuasion.

The areas you control will be some of the most critical in the company's future progress. This is, then, a significant challenge - short-term and long-term. A challenge which you will enjoy as you - and the company - experience the benefits that flow from your input.

If you would like to pursue this opportunity further, please apply to Dudley Harrop quoting ref no 30859.



Eagle Buildings, 64 Cross Street,
Manchester M2 4JQ Tel: 061-834 0618

Trident House, 31-33 Dale Street,
Liverpool L2 2HF Tel: 051-236 9373

Group Financial Controller

Herts

Package c.£30,000 + car

Our client is a thriving privately owned international Group, whose core business is manufacturing Specialist Light Engineering products. They have enjoyed consistent profitable growth both at home and abroad and wish to appoint a Group Financial Controller to monitor their performance.

Reporting to the Managing Director, the successful candidate will exercise control over the financial function and play an important part in the continued development of the Company, which will stem from inherent growth and acquisitions.

Candidates, aged 32-38, will be qualified Accountants who can demonstrate energy, strong personal attributes and practical success in planning and managing the finance area in a manufacturing environment. Good computer appreciation, sound commercial experience, and a basic knowledge of the French language are essential requirements to this post.

Interested candidates, who meet these demanding criteria, should send a detailed CV including current salary to Don Day FCA, quoting reference LM018 at Spicers Executive Selection, 13 Bruton Street, London W1X 7AH.



SPICERS EXECUTIVE SELECTION

A MEMBER OF SPICER & OPPENHEIM INTERNATIONAL

CENTRAL LONDON GROUP ACCOUNTANT

To £30,000 + Car

A major British plc (t/o £1.5bn), with ambitious plans for future growth, seeks a graduate Chartered Accountant with state-of-the-art accounting skills to join its corporate finance team. You will be responsible for the preparation and presentation of all group reports, and provide additional support to the treasury, taxation and corporate planning functions. It is intended that promotion to a controllership role will shortly follow. Aged 24-30, you will ideally be seeking your first career move out of the profession.

To find out more about this position, or the range of other opportunities currently available, please contact:

Suzanne Wright on 01 408 1694 (24 hours)
Management Personnel
2 SWALLOW PLACE, LONDON W1R 7AA



LONDON • GUILDFORD • ST ALBANS • WINDSOR

Merseyside Improved Houses

MIH is a registered housing association with 12,500 members in management and a further 5,000 in Reserve. New Town under negotiation. A staff of 200 deal with finance, development (including architects) and housing management from 6 offices on Merseyside. Capital spending of approximately £10m per year. Revenue income of £10m per year. 24 accounts and company staff. Following the resignation of Miss Fran Dutton to join a Housing Association, a vacancy has arisen at:

DIRECTOR OF FINANCE

c.£30,000 + car

A top flight accountant is needed for this unparal- leled and exciting challenge.

The successful applicant will be professionally qualified and may have a degree. He or she will be an exceptional manager with the ability to maximise the use of our computer as a management tool, friendly with a sense of humour, able to motivate staff and achieve objectives, contribute to corporate management and relate well to a wide variety of people. He or she will be a non-smoker. The Director of Finance will be part of a Directorate team developing the association's policies and planning its growth in a professional way. The Housing Bill progressing through Parliament foresees a substantial transfer to private finance for the funding of housing associations, therefore the ability to raise large sums of private money is essential.

We positively welcome applications from suitably qualified or experienced people regardless of sex, race, disability or marital status. All suitably qualified job applicants with disabilities are guaranteed an interview for the post.

Application forms and full job description from Barry Nason FCA, FIM FIM, Chief Executive, Merseyside Improved Houses, 49 Warwick Road, Liverpool L7 1FH. Completed forms to be returned by 12 May 1988.

FINANCE DIRECTOR

For a new, exciting, community based, town management concept, offering a unique opportunity for an enterprising and innovative manager.

c.£30,000 PLUS COMPANY CAR

THAMESMEAD TOWN is managed by an Independent Company set up specifically to develop the town, both as a community based organisation and as a commercial undertaking.

The Board is now seeking a successor to the Finance Director who helped establish the Company, and who is shortly to return to his parent organisation, and invites applications from candidates with suitable professional qualifications.

The successful candidate, who will be appointed an Executive Director of the Company, will be able to demonstrate a record, at a senior level, of skill in all aspects of finance and general management. Reporting to the Chief Executive, the Finance Director heads the Finance and Central Services Department, providing a full range of services including Finance, Personnel, Office Administration, Computer Services, Insurance and Right to Buy.

The location is easily accessible by rail with frequent services from London; the M25 is 5 miles/15 minutes drive from the office.

Please write to the Personnel Manager, with a copy of your C.V., at Thamesmead Town, Harrow Manor Way, Thamesmead South, SE2 5JH, or phone him on 01 310 1500 ext 203, for further details and an application form.

Thamesmead Town



FINANCIAL DIRECTOR

West Yorkshire

to £25,000 + car

Our Client, a major quoted textiles company, is looking for a financial director for a multi-site garment manufacturing subsidiary with a turnover approaching £20 million.

The position forms the financial arm of a new management team and the successful candidate will be responsible for all aspects of financial management in this autonomous subsidiary. Major developments are in train to enhance the productivity and commercial direction of the company, one of which will involve the selection and implementation of a new computer system.

Applications are invited from qualified accountants in their 30's or 40's who have held senior financial positions in manufacturing industry. Experience of garment manufacturing is highly desirable. The successful candidate will be a bright self-starter with good communication skills. He or she will have a sound technical ability and strong commercial judgement coupled with a practical and pragmatic approach to business.

For further information write to Alan Coppock FCA, quoting ref 88/2865 FT at Daniels Bates Partnership Limited, Joseph's Well, Hanover Walk, Park Lane, Leeds LS3 1AB or telephone him on (0532) 461671.

Daniels Bates Partnership

PROFESSIONAL RECRUITMENT

Daniels Bates Partnership Ltd., Joseph's Well, Hanover Walk, Park Lane, Leeds LS3 1AB. Tel: (0532) 461671. Also at: Sheffield, Darlington, Manchester, Hull and Middlesbrough

Financial Controller

South London : c £25,000 + Car and Benefits

An established international food processing and distribution organisation is about to make a considerable impact on the UK beverage market. Currently investing substantially in marketing, technology and manufacturing capacity, it is building its senior management team, which has generated the need to acquire a first class Financial Controller.

Reporting directly to the Financial Director, for whom there will be the occasional need to deputise, the Controller will manage the day-to-day running of a small department. Other responsibilities will be the preparation of budgets, management information packages and company administration.

Ideal candidates will be in their late twenties, qualified experienced Accountants, ideally from an FMCG background, having previously held a position of responsibility in a major business. As well as technical competence they will have the personality to manage a professional department and the commercial awareness to contribute to the running of the business.

If you feel you can meet this challenge and wish to take advantage of an opportunity to be part of the launch of this exciting venture then write, giving details of your career to date to: John Cornish (Ref. AR. 3021) March Consulting Group, March House, 13 Park Street, Windsor, Berkshire SL4 1LU.

MARCH

CONSULTING GROUP

BLT

CARLESS

TAX MANAGER CENTRAL LONDON
c£35,000 + car + benefits, negotiable

Carless is a successful medium sized independent UK oil and gas company with speciality refining and marketing activities.
A new Tax Manager is to be recruited. The responsibilities are twofold: to prepare PRT returns and attend to oil tax related matters for Carless Exploration; and to control all corporate tax matters as they affect the Carless, Capel & Leonard plc group - CT planning and forecasting, international taxation and advice on the tax implications of business strategy. CT compliance matters are handled by the firm's auditors.
This is a challenging role for a tax professional who enjoys responsibility and who prefers to work as part of a small financial management team. Previous involvement with PRT is essential, either in the oil industry, the Inland Revenue or public practice.
Recognising that you may wish to learn more about this opportunity without committing yourself at this stage please telephone Don Leslie, recruitment adviser to Carless for this assignment, on (01) 353 5606 (day) or (01) 354 5229 (evenings & weekends) for an informal discussion. Alternatively, write to him at the address below, enclosing a CV. Strictest confidentiality assured.

01-353 5606

BEAUMONT LESLIE THOMAS RECRUITMENT CONSULTANCY LTD
SUITE 62 - LUDGATE HOUSE - 107, 111 FLEET STREET - LONDON EC4A 3AF

GROUP ACCOUNTANT

c£25K + car

London W.1.

This challenging appointment exists within a newly created division, arising out of group re-organisation and strategic planning. Part of a major British Plc, the new division (turnover £450M - comprising 10 companies) provides specialist building services to industrial, commercial, public sector and consumer markets.

As a key member of the management team, this highly visible role offers excellent career prospects within the group. Reporting to the Group Financial Controller your responsibilities will include:-

- Preparation and analysis of monthly consolidated management accounts.
- Periodic budgets and year end accounts.
- Assisting with the restructuring of systems and reporting procedures within subsidiaries.
- Acquisition reviews and other ad hoc assignments.

Eligible candidates will be qualified accountants, aged 25-30, experienced in micro-based accounting systems and group consolidations. Necessary personal attributes are initiative, self-motivation and good communication skills.



Applications with full CV to Jennifer S. Tucker, under ref: A129 Mervyn Hughes International Ltd., Management Recruitment Consultants, 63, Mansell Street, London E1 8AN. Tel: 01-488 4114.

FINANCIAL DIRECTOR

Operational responsibility for a young Accountant
c£30K + car + share options N. Home Counties

Our client is a young, well funded company with an impressive record of sales growth to a current turnover in excess of £3m. With a significant share of the UK market for its printed paper products aimed at young people, the company has well established contracts with major retailers and distributors throughout Europe and the USA.

The Financial Director will play a vital role in the day to day operation of the company through control of product line profitability, credit facilities and export finance. In addition, the development of computerised systems, improvement of control data and implementation of sound financial strategies will provide the essential platform for planned growth leading to full plc status within 3-5 years.

This appointment would be particularly attractive to a qualified Accountant, aged late 20s/early 30s, who wishes to combine operational involvement with corporate development within a fast moving "hands on" environment.

Salary around £30K plus profit bonus, share option potential, executive car and other benefits. Career opportunities are excellent as a member of a young, energetic Board team. Please write with full career and salary details to: Peter Wallum, Strategic People Recruitment, The Range, Dockett Eddy Lane, Shepperton, Middlesex TW17 0NT.

STRATEGIC PEOPLE RECRUITMENT



Commercial Accountant

Develop your career with a major international company

Aylesbury, Bucks

We are a major UK exporter of tobacco products, with manufacturing operations throughout the world. We currently wish to appoint a Commercial Accountant to play a key role in our Middle East region, and utilise their extensive finance experience to represent the company. You will provide a comprehensive commercial and financial service to the managers of our Saudi Arabian, Yemen and Indian Sub Continent markets, monitoring and controlling expenditure, producing budgets and management accounts and maintaining sound administrative systems. Participating in commercial negotiations with customers requires the ability to communicate well and maintain good business relationships.

In addition to 2-3 years' post qualification industrial experience, you will need well-developed financial appraisal and planning skills and the ability to liaise effectively with managers and distributors at all levels. Previous experience of financial modelling using PCs would be a distinct advantage. The role calls for extensive travel throughout the region.

In addition to an attractive salary, you can look forward to a generous benefits package and excellent prospects for career progression.

Please write with full career details or telephone for an application form to: Mrs. Melanie Penfield, Personnel Department, Rothmans International Tobacco (UK) Ltd., Oxford Road, Aylesbury, Bucks HP21 8SZ. Tel: (0296) 26111.

BANK IN LIECHTENSTEIN (UK) LIMITED
ACCOUNTANT

We are the London based operating Company of the privately owned Bank in Liechtenstein AG, Vaduz. We are expanding our activities in asset management for private clients and institutions and enlarging our trading operations.

We seek to recruit a qualified accountant to work with our Chief Accountant in the preparation and development of the Bank's management and compliance accounts.

The ideal candidate will be a qualified ACA with previous banking experience and knowledge of securities and investment accounting. In addition, an understanding of the IBS Banking Software will be a distinct advantage.

An attractive compensation package will be negotiated which will include all the usual banking benefits.

Please write enclosing a full Curriculum Vitae to:

Bank in Liechtenstein (UK) Limited
Miss E. Sinclair, Personnel Supervisor
4 Devonshire Square
London EC2M 4LU

FINANCIAL/MANAGEMENT ACCOUNTANTS

London WC1 c£20,000 + Car + Benefits

Our client is a well established London-based Restaurant group which is moving through a period of rapid expansion and restructuring following a number of recent acquisitions. With expansion set to continue and the likelihood of a listing later this year the group is seeking to strengthen its financial management team by recruiting two Chartered Accountants, preferably with recent commercial experience, to be responsible for a wide range of financial, budgetary and accounting matters.

The ideal candidates will have initiative, will be ambitious and self-motivated, and will have an ability to communicate at all levels. A good working knowledge of computerised accounting systems would be required.

Please apply in confidence with CV and daytime telephone number to:

Neil Sumner, Gerald Edelman
25 Harley Street, London EC1

FINANCIAL CONTROLLER

Computer Supplies and Accessories

Northamptonshire £20-25k + car

For a profitable UK distributor with an eight figure turnover, now part of a renowned international trading group and poised for substantial growth in this buoyant, developing market. Responsibility is to the General Manager for financial control of the business, and particularly for preparing plans, budgets and forecasts, providing and interpreting performance reporting packages (using Lotus 1-2-3), and maintaining and developing financial accounting disciplines, including cash control. A young (28+), computer literate, qualified accountant is preferred, with significant experience in a similar environment and a disciplined, "shirt-sleeves" operating style.

Please write with a full cv., in confidence, to Barry Drinkwater, Partner, who is advising.



E.P. INTERNATIONAL

(Advertising - Search - Selection)

163 Brompton Road, London SW3 1HW. Tel: 01-589 4567

FINANCIAL DIRECTOR

MBO - NEW COMPANY

c£40,000 + car

equity participation and benefits

This new manufacturing company, the result of a successful management buy-out, has a current turnover in the order of £50 million per annum, and has manufacturing units in the North/South Midlands and the South West.

The Financial Director will be a key member of the management team, will report directly to the Chief Executive and will be fully involved in strategic issues. The position calls for a good practical approach to management with a high personal input in day to day matters including direct responsibility for the production of the statutory accounts, preparation of annual budgets, budget variance analysis and necessary remedial action.

A sound knowledge of Company secretarial practice and experience of the development of computer based systems and exporting would also be an advantage.

An attractive package will be offered to the successful candidate and future prospects are exciting.

Please apply in confidence with a comprehensive Curriculum Vitae to:

Eric Walters, Partner
Schroder Ventures, 20 Southampton Street, London WC2E 7QG



RECENTLY QUALIFIED ACCOUNTANT

We are seeking someone to be responsible for management information and regulatory reporting.

Good long-term prospects, a competitive salary and remuneration package, and excellent working conditions will be offered.

Please write, with full CV to:

Miss I Guzinski, Westdeutsche Landesbank, Girozentrale, 41 Moorgate, London EC2R 6AE.

ECONOMIST AND FINANCIAL CONTROLLER

International company requires economist with accountancy background. The position involves researching and negotiating international projects.

Please reply to:
Gulf Development Co. Ltd.,
Gulf House, 128 Park Lane,
London W1Y 3AE

Merseyside Enterprise Board Ltd

DEVELOPMENT AND EQUITY CAPITAL NORTH WEST

Merseyside Enterprise Board has established a strong reputation within Merseyside as a provider of Development Capital for local business in the manufacturing and related service sector. In addition it has recently launched the C.L.M. Unit Trust to provide Equity Capital for well-managed, with good growth potential, unquoted companies in the North West.

To support the management of these investment funds, targeted to be £10 million by the end of 1988, the Board is seeking to appoint two exceptional people to work in the Investment Team.

DEPUTY CHIEF EXECUTIVE c. £30,000 PLUS CAR

To be responsible for the overall investment activity and the team of investment managers. As we are looking to recruit an experienced business person from any discipline and background who has had profit responsibility, it is likely that the suitable candidate will be at least 35 years of age.

INVESTMENT MANAGER c. £23,000 PLUS CAR

To be primarily responsible for the analysis, negotiation, investment and after care of the C.L.M. Unit Trust investment. The successful applicant is likely to be a graduate accountant, with broad professional experience.

These are two exciting opportunities offering unique experience through working at Board level with range of businesses.

Please send your applications and CV to Ken Abbott, Chief Executive, Merseyside Enterprise Board Ltd, Third Floor, Royal Liver Building, Liverpool L3 1HT
M.E.B. is an equal opportunity employer

COMMERCIAL ACCOUNTING MANAGER Surrey c.£27,000 + car + benefits

This British company, part of a giant multinational but having virtual autonomy, manufactures and markets many famous name consumer food products throughout the UK. Recent acquisitions have taken turnover to £125 million.

Reporting to the Finance Director, this key manager will lead a highly professional staff of five accountants providing a service to the Sales and Marketing Groups. This team enjoys very strong computer support (IBM range) - previous similar experience is expected.

Aged 30-35 ideally, candidates must be of degree standard and be CIMA or ACCA with at least 5 years post qualification experience, preferably in manufacturing based firm.

This is an exciting opportunity for a talented young manager with a sound grasp of business to join an expanding company offering excellent future prospects.

Please write, in complete confidence, to M C Russell enclosing CV and quoting A 7293.

Higson Ping Ltd, Executive Recruitment Consultants,
14 Old Park Lane, London W1Y 3LH. Telephone 01-499 0627



COMMERCIAL/INDUSTRIAL APPOINTMENTS

CORP. FINANCE ACQUISITIONS
To £30,000 + CAR
C. LONDON
An expanding retail lender wishes to recruit a high calibre individual, aged 28-32, to join a small high profile team. Candidates able to demonstrate a minimum of two years relevant experience will become actively involved in acquisitions review, investigation and corporate financing.

FINANCIAL CONTROLLER
£25,000 + CAR
BERKS
A major distribution group seeks a self motivated Chartered or Management Accountant aged 27-33 to join their divisional management team undertaking operational review of subsidiary company's performance, preparation of divisional operating statements, corporate planning, acquisitions, divestment and ad hoc investigations.

GROUP MANAGEMENT ACCOUNTANT
£24,000 + CAR
BEDS
Reporting to the Financial Controller of this industrial employer you will be responsible for providing a full cost accounting service for a group of subsidiary companies. Strategic/Business development and acquisitions review providing senior exposure to a qualified CA/CMA/CCA, aged under 35.

BUSINESS DEVELOPMENT
£22,000 + CAR
N. MIDLANDS
A leading edge company with expanding worldwide operations seek a qualified CIMA aged to 35 with Blue Chip exposure for their high profile business consultancy. A strong personality is essential for this participative role leading to a senior line appointment within an operating subsidiary.

SENIOR FINANCIAL ANALYST
£20,000 + CAR + MORTGAGE
HERTS
Expanding financial services group seeks a graduate qualified accountant with 2 years FCE. Managing a multi professional team you will be involved in financial and economic analysis as well as acquisitions appraisal. A stepping stone to senior managerial role.

RH
For further information regarding these vacancies contact: **Richard H. H. Recruitment**, 18 Essex Street, London WC2E 7DU.

YOUNG FINANCIAL CONTROLLER (DIRECTOR DESIGNATE)
for dynamic and acquisitive group division
East Midlands Age 25-35 £20/22000 plus car

This is an opportunity to join a newly formed division, part of an acquisitive, progressive plc in an embryonic stage of its development. With a turnover approaching £10m, it is about to grow apace, and the new Divisional M.D. needs a strong and enthusiastic Accountant to assist him. The objectives are to increase turnover and profitability substantially. The division has two operating businesses, both related to one of the major growth industries of the 80's. Well established in the East Midlands and now in Scotland, the operations principally manufacture and market for the UK.

Your role will be to bring into the division a range of sophisticated systems, strong financial controls, and appropriate reporting procedures that will stand the test of divisional expansion. Significant organic growth is anticipated, as well as strategic acquisitions. To achieve these aims successfully you will need firstly to improve the existing computer systems and introduce an equally enthusiastic No. 2. You will then be able to make a strong contribution to the division's growth based on the interpretation of meaningful information and sound strategic planning.

Liaising closely with the M.D. and the small management team, this will be an exhilarating and demanding role. It requires a qualified, commercially-oriented and articulate accountant. You will need to have "hands on" technical skills, and be adept in every facet of the business. Your confidence in your own abilities must communicate itself to others. This is an excellent opportunity to stretch these abilities thoroughly and capitalise on your skills in a proactive environment.

Please contact **Lorraine Barrett** or **Martin Kelsey** at our Manchester office quoting reference no. **2147**.

ASB RECRUITMENT LTD
Eagle Buildings, 64 Cross Street, Manchester M2 4JQ Tel: 061-834 0618
Trident House, 31-33 Dale Street, Liverpool L2 2HF Tel: 051-236 9373

Group Comptroller
c£42,000 + bonus + car
London

Our client is an international manufacturing and marketing group that has expanded by acquisition and through dynamic growth.

They seek to appoint a high calibre executive to report to the Group Financial Director and have particular responsibilities, with a team of 20 staff, that encompasses strategic planning, budgets, special review work and the evaluation of acquisitions. Some international travel will be necessary.

Suitable candidates, qualified accountants, must have proven man management experience, strong interpersonal skills and initiative preferably gained in a multinational group.

They should also have the potential to aspire to a future main board appointment within this group that aims to be one of the top UK companies in the foreseeable future.

Please write or telephone enclosing a full curriculum vitae quoting ref: 218 to:
Nigel Hopkins FCA, 97 Jermyn Street, London SW1Y 6JE
Tel: 01-839 4572

Cartwright Hopkins
FINANCIAL SELECTION AND SEARCH

Financial Controller
£20,000 + Car + Benefits
South East London

Our client is a small rapidly expanding construction company whose core business centres round the private development housing sector. They have enjoyed substantial growth over the past eight years and now wish to appoint a Financial Controller to develop and upgrade the existing financial systems, produce monthly management information and provide detailed budgets and long term forecasts on a regular basis.

Reporting to the Managing Director, and responsible for the small accounts department, the successful candidate will be a qualified Accountant who can demonstrate strong general attributes and practical success in planning and managing the finance area in a growth situation. Good computer application, systems development and sound commercial experience are essential requirements for this post, as a Board position is envisaged in two to three years.

Interested candidates, who meet the above criteria, should send a detailed CV including current salary to **Carol Jordan**, quoting reference **14066**, at **Spence Executive Selection**, 13 Bevington Street, London W1X 7AJ. Telephone 01-480 776 ext 4430.

THE NEW ZEALAND TREASURY
THE CHALLENGE

The Treasury's function is to provide advice to the Minister of Finance and his colleagues on the economic and financial implications of policies and proposals on both the economy and the community at large. The Treasury also has a controller role, with responsibility for the Government's budget process and associated accounting and reporting duties. It also has a key role in the development of economic policy, being closely involved in the reform of:

- The financial sector • Taxation • The structure of government-owned business enterprises, including privatisation • Social policy and income distribution • Regulatory reform and trade liberalisation • Public sector management, including financial management • Resource management

We therefore have openings in the above areas for highly competent economists, financial and tax analysts with good honours degrees and for professionally qualified accountants, who have a proven track record of achievement.

The applicants we are seeking would ideally have work experience in the public policy, commercial, research or academic areas. Positions are based in Wellington, New Zealand's administrative and financial capital.

THE REWARD

These openings offer a rare opportunity for direct participation in public policy design, implementation and advice.

All appointments carry significant responsibility in a performance-oriented work environment where lively debate and internal discussion are all part of the development of analysis and advice. A competitive remuneration package is offered, together with relocation expenses. Permanent positions as well as fixed term contracts are available. The Treasury offers a stimulating and challenging career path with good prospects for performance-based promotion in either advisory or managerial positions.

APPLICATIONS

For further information contact: **Ray Walker**, The New Zealand High Commission, New Zealand House, Haymarket, London, SW1Y 4TQ. Telephone collect (01) 930-8422. Further enquiries and applications should be directed to **Heather Khine**, The Treasury, P.O. Box 3724, Wellington, New Zealand. Telephone collect (0064) (04) 722-733 ext 831 or fax (0064) (04) 730-982.

Please enclose a curriculum vitae, two passport size photographs, and the names of two professional referees who can be approached initially.

All applications will be treated in strict confidence and no approach will be made to present employers without permission of the applicant. Applications should reach Treasury by 15 June 1988.

TRADING ONLY F&S

FINANCIAL ACCOUNTANT
£22,000

Reporting to the Finance Director you will be responsible for managing a finance department of approximately 12 staff. Your key responsibilities will be the preparation of the monthly management reporting package, quarterly forecasts, annual budgets and statutory accounts. You will also be involved in monitoring cash flow and overhead expenditure, and this will require liaison with Group Treasury and Cost Centre Managers.

MANAGEMENT ACCOUNTANT

Reporting to the Finance Director and supervising two Assistant Accountants you will be responsible for the provision of management information relating to sales, profitability and stock levels. This highly creative role offers considerable exposure to non-financial management and requires both a commercial approach and good communication skills. In addition to monthly reporting, you will be involved in assessing new products/proposed marketing proposals and the development of management information to assist in the decision making process.

Please reply directly to **Jeff Groat** at **Robert Half**, Frispan, Walter House, Bedford Street, 418 The Strand, London WC2R 0BR. Telephone: 01-836 3545, evenings 01-948 4712.

Financial Recruitment Specialists
London • Birmingham • Windsor • Manchester

QUALIFIED ACCOUNTANT
BLUE-CHIP OIL COMPANY - LONDON
£25,000 P.A. + CAR + BENEFITS!

Our client is a leading international oil concern with offices worldwide internal promotion now necessitates the recruitment of a dynamic accountant to take responsibility for approximately six personnel. Other responsibilities will include treasury operations and the preparation of management accounts.

The successful candidate will be aged 25 - 38 years and will be a qualified A.C.C.A. A.C.M.A.C.A.

This position will lead to more senior appointment. Telephone or write to:

De Quincey Associates, Search and Selection Consultants
01 839 2319 - 8.30am - 6pm or 01 985 4840 - out of office hours
24, Jamaica Street, London SW1F 6JL

Financial Controller
West of London
c. £25,000 + car etc.

The UK marketing subsidiary of a leading U.S. industrial equipment manufacturer seeks a Financial Controller. The company is growing rapidly with further expansion planned.

Reporting to the Managing Director you will be part of a small and committed management team and have total responsibility for the finance function.

In addition to the usual accounting duties your responsibilities will include reporting to the parent company on a regular and ad hoc basis, the treasury function and assistance with general administration.

You must have a recognised accountancy qualification, and at least five years' experience in a commercial environment, preferably with small companies. Commercial awareness, organisational ability, energy and initiative are all important.

The remuneration package will include a bonus element based on results, company car, contributory pension and private health scheme.

Please write - in confidence - with full career and salary details to **Robert Pink FCA**, quoting ref. **B.82001**.

MSL International (UK) Ltd, 32 Aybrook Street, London W1M 3JL
Offices in Europe, the Americas, Australasia and Asia Pacific.

MSL International

DIRECTOR - PROPERTY FINANCE
WEST END £40,000 +

NYCKELN FINANCE COMPANY LIMITED is the recently established U.K subsidiary of NYCKELN HOLDING AB - one of Sweden's largest finance companies.

As part of a planned expansion programme, we now wish to recruit a professional banker with entrepreneurial ability who will take responsibility for the further growth of an existing property portfolio.

Applicants (aged c.30-35) should be able to demonstrate a successful track-record over several years in property lending (residential, commercial and development financing) in London and the Home Counties, preferably also with experience of syndications, equity/profit participations or joint ventures. This key position will report to the Managing Director and the attractive compensation package is dependent only on experience and ability.

Please send detailed C.V.'s in confidence to:

Ross W. Tanner, Managing Director, Nyckeln Finance Company Limited, 27 Hill Street, LONDON W1X 7PE. Tel No: 499 4731

Financial Planning Controller
£30K + Bonus + Car
London

Our client is one of Britain's leading retailers, with a nationwide network of outlets and dynamic plans for continued success and expansion - the perfect environment for the utmost in professional management.

Currently there is a challenging vacancy for a Financial Planning Controller to join their financial team and play a fundamental strategic role within a fast-moving retail environment. Reporting to the Chief Financial Officer you'll be engaged in both short and long-term forward planning, and involved in all forecasting, budget compilation, business analysis and acquisitions. In addition you and your team will be responsible for identifying and recruiting business issues and opportunities arising from the Company's trading performance. With the full professional support from your team, you'll be working on a highly proactive basis and providing expert advice across the business. In particular you will work closely with Director of all tax functions.

This is an extremely high-profile position and much depends on your own credentials and potential. A qualified accountant - or possibly an MBA and aged in your late 20s or early 30s - you'll need substantial commercial experience and know-how, although not necessarily within the retail sector. Vital in your ability to marshal resources, to obtain relevant information and, in short, to make things happen.

In return there are genuine prospects for rapid career progression, plus the remuneration package quoted, which includes all the benefits you'd expect from a market leader.

Write, with full details of career to date, to **Nigel Bostock** at **Austin Knight Selection**, 17 St. Helen's Place, London EC3A 6AS or telephone him on 01-437 9263 (01-236 0925 evenings/weekends). Please quote Ref: **633/NB/88**.

Austin Knight Selection

Hanson PLC
UK Business Development

Hanson PLC will appoint an able executive seeking a challenging opportunity, to join its small head office team to work principally in the field of new acquisitions.

The successful applicant will probably be a graduate in their thirties with a proven track record in investment research for a leading broker or asset management group. Experience of unlisted as well as listed companies an advantage. Self motivation and a commercial outlook essential.

Salary dependent on experience. Other benefits. Please send personal career details, including full particulars of relevant experience, together with a photograph to:

Martin Taylor
Vice-Chairman
Hanson PLC
1 Grosvenor Place
London SW1X 7JH

YOUNG AMBITIOUS GRADUATE
CHARTERED SECRETARY
WANTED
TO COORDINATE
ACQUISITIONS/DIVESTMENTS
IN
DYNAMIC MULTI NATIONAL

FOR MORE DETAILS
01-242 7773
IN CONFIDENCE

Financial Controller

Hampshire Coast

c£26,000 + car

Our client is a major UK leisure company and a quoted plc. As a direct result of expansion and growth this new appointment is to be made at the centre of a key £50m turnover division.

Reporting to the Finance Director the successful applicant will be responsible for the financial and management information of the company which will provide input to commercial decision making. Heading a team of ten staff additional responsibilities will include full involvement in strategic and planning issues making use of the company's sophisticated computer systems.

Candidates will be qualified accountants, age indicator 27-32, preferably with a background in multi-unit organisations. Business flair coupled with strong communication skills are vital as this is a highly commercial role having strong liaison with other disciplines in the

organisation, particularly with emphasis on operations support. This is an excellent opportunity to join a lively, expanding company and full re-location to this attractive part of the south coast will be provided where appropriate.

Please write or telephone enclosing a full resume quoting ref 214 to:

Philip Cartwright FCMA,
97 Jermyn Street,
London SW1Y 6JZ
Tel: 01-839 4572

**Cartwright
Hopkins**

FINANCIAL SELECTION AND SEARCH

APPOINTMENTS ADVERTISING

For Further Information
Call 01-248 8000

Tessa Taylor
ext 3351

Deirdre Venables
ext 4177

Patrick Williams
ext 3694

Elizabeth Rowan
ext 3456

Paul Maraviglia
ext 4676

Senior Accountant

A high level management position in a major insurance services organisation



AA Insurance Services has become a major force in the UK insurance market, with a wide range of policies covering almost every aspect of personal lines insurance and gross premium income in the last financial year totalling some £220 million.

The scale of AAS operations, coupled with the innovative work of the division, means that the post of Executive Manager, Insurance Accounts, is a key position and one that should attract the best qualified people in the insurance and allied fields.

It is available due to promotion, and involves the provision of a comprehensive financial service to the Insurance Management team, development and assessment as a member of the management team of new projects and the efficient provision, on a regular basis, of statutory accounting requirements to auditors and others.

Applicants must have a professional accounting qualification, good management skills and be able to demonstrate the ability to relate to the commercial aspects of this profitable and fast growing business.

The attractive salary will be backed with a full benefits package that may include relocation assistance where necessary. This post will be based at AA Insurance Head Office in Basingstoke, Hants.

Please write with a full CV to: Kathy Holloway, Executive Manager, Insurance Personnel at the address below or telephone (0256) 422949 for further details.

AA Insurance, City Wall House, Basing View, Basingstoke, Hants RG21 2EA.

U.K. Treasurer

MAJOR PLC

Our client is one of the world's leading hotel and catering groups, turnover currently exceeds £1.7 billion, and the recently announced 1987 profits were a record. Because of the scale and nature of the Group's activities, the Treasury function makes an important contribution to this profitability.

The U.K. Treasurer reports to the Group Treasurer and manages a small section. Key responsibilities include financial planning, domestic funding requirements, banking relations, and cash management with the relevant reporting, forecasting and information activities. Other duties involve monitoring the banking operations of the Group's trading divisions, foreign exchange exposure management, and deputising for the Treasurer in his absence.

Candidates, male or female, must have U.K. orientated treasury experience, ideally gained in a significant corporate treasury unit and be familiar with current financing and hedging techniques. Age is less important than the ability to be a sound and effective member of a small team which works with the most senior management at the Group Head Office and in the Operating Divisions.

The remuneration package includes a salary of £25-28,000 plus executive car and other major group benefits. Location - Central London.

Please reply in complete confidence to Michael Hann, Director, Bull Thompson and Associates Ltd, 63 St Martin's Lane, London WC2N 4JX, enclosing full career details and current remuneration, quoting Reference 1438.



CORPORATE AND RECRUITMENT CONSULTANTS

Senior Role with Leading Financial Services Organisation

...An opportunity to innovate and develop

c. £30k + car + substantial benefits

This is a key position with a prestige life and pensions organisation. Ideally placed to take full advantage of the many recent changes in the financial services marketplace.

As number two within the finance function your brief will be to continue the development of improved financial controls and systems, and manage a substantial department during a period of significant change. Considerable progress has already been made but there is still much to achieve.

Success should lead to promotion within a relatively short time.

Aged probably 30-40, you must be a qualified accountant with broad financial management experience including the development of computerised systems. Proven management skills are essential, plus the willingness to "roll up your sleeves" when necessary.

Benefits package to include non-contributory pension and subsidised mortgage plus relocation assistance to the company's northern home counties' location.

Please send your c.v. to Phil Bealbridge, ref 35077, MSL International (UK) Ltd, Pilgrim House, 2/6 William Street, Windsor, Berks SL4 0BA.

Office in Europe, the Americas, Australia and Asia Pacific.

MSL International

YOUNG CORPORATE FINANCIER

Our client, a merchant/investment bank with major business interests in Switzerland and the Far East, seeks a young investment banker with professional corporate finance skills to join a small high powered team specialising in the formation of new investment products, corporate finance advisory assignments in the U.K. and Far East, mergers and acquisitions and LBO's.

Ideally the candidate should be graduate and a qualified accountant or lawyer, with merchant banking experience.

Preferred Age: 24-30. Remuneration will be commensurate with background and experience based on basic salary plus profit share and normal banking benefits.

Please apply with c.v. to: The Managing Director, Beresford Associates Ltd, Spandary House, 91/93, Charterhouse Street, London EC1M 6HR

Telephone No: 01 251 8191

Ambitious Internal Auditor

Outstanding Prospects In A Leading International Group

London and Home Counties To £21,000, Car, Good Benefits

This is a rare opportunity for a qualified accountant (ACA/ACMA/ACCA) to move into a career with outstanding development potential. The company is a major British multi-national with group turnover in excess of £3,000m and a wide range of interests in primary, manufacturing and service industries. Reporting to the Chief Internal Auditor, the person appointed will be responsible for planning and implementing the work necessary to support opinions on control criteria operated by individual companies. Findings and recommendations will then be discussed with local management and reports submitted to regional and group board directors. It is therefore a highly visible role that goes significantly further than the more traditional auditing function.

Strong intellect, commercial acumen and the ability to relate to all levels of management are prime requirements for this position. This is a first class stepping stone to senior financial appointments within this very successful and well known public group. Age envisaged 25-35. Opportunities will arise for assignments overseas.

Please send as quickly as possible, full details of career to date to: K. Carroll, Hoggett Bowers plc, 1/2 Hanover Street, LONDON, W1R 9WE, 01-734 9852, quoting Ref: H25006/FT.

Hoggett Bowers

Executive Search and Selection Consultants
BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, LEEDS, LONDON, MANCHESTER, NEWCASTLE, NOTTINGHAM, SHEFFIELD and WINDSOR
A MEMBER OF BLUE ARROW PLC

Accountants on the way to the top

Chief Accountant circa £20K p.a.

We are looking for a qualified accountant who can:-
- Meet the challenges and demands of local government finance.
- Manage a Section - Demonstrate innovation and commitment.
- Contribute to the overall development of financial services.
- Demonstrate substantial experience in local government finance.

If you feel you can offer us the above qualities to meet our needs, you will have an excellent opportunity to develop your skills and knowledge through our innovative approach to service development and delivery.

We will offer:-
- Good Salary
- Temporary Housing
- Flexible working hours.
- Lump sum relocation package.

Basildon is a progressive local authority which has many exciting new initiatives and challenges and we are therefore looking for someone of the highest calibre who can stand up to these challenges to our success. For informal discussion call Doug Smith 0266 294760

PLEASE QUOTE REFERENCE: F3/FT

CLOSING DATE 4 MAY 1988

Application form from Personnel Section (Recruitment) Basildon Council, Fodderwick, Basildon, Essex. 0266 294216 (answer phone) Enquiries (office hours) 0266 294257/8



The Council welcomes applications regardless of colour, race, nationality, ethnic or national origins, sex, marital status, disability, sexuality, age and trade union activity.



CORPORATE FINANCE - Young Accountant

City To £24,000 + Mortgage

Our client is an internationally respected UK investment bank with offices in Europe, US, Australia and the Far East. They now seek an ambitious accountant to join their expanding Corporate Finance Department whose clients include major Blue Chip organisations as well as smaller companies experiencing rapid growth.

Operating within a young dynamic team, the position offers unrivalled experience and variety, providing high level financial advice on business deals around the world, including mergers, acquisitions, flotations and management buy-outs.

A wide range of career options, including financial control, senior management positions in the UK or overseas and broking will be available within the medium-term. Young ACA's, (or ACMA's/ACCA's with some financial services experience), seeking a move into the City should call Andrew Fisher. Ref: 5409

**Alderwick
Peachell
PARTNERS LTD.**

ALDERWICK PEACHELL and PARTNERS, Financial and Accountancy Recruitment, 125 High Holborn, London WC1V 6QA. Tel: 01-404 3155.

Finance Director for a very profitable consumer durable company

Midlands c.£25,000 + bonus + car

The client is a highly profitable organisation specialising in the manufacture and distribution of a specialised range of consumer durables. Profits already approach £1 million, and sustained and rapid growth looks set to continue.

Working very closely with the Managing Director, you will be responsible for the strategic, long-term financial management of the business. Key areas of involvement will be commercial development to drive the company's expansion, and the initiation of new systems for the provision of management information.

You will be qualified, with highly developed commercial awareness and the judgement to interpret financial information. You must possess that combination of strength, tact and credibility to enable you to 'sell'

your ideas at the highest level. Rewards are first-class, including a comprehensive benefits package and relocation expenses, where appropriate, to a convenient Midlands location. It is also a superb opportunity to undertake a genuine 'hands-on' role in the management of a company.

Please write with full personal and career details to Confidential Reply Service, Ref LS680, Austin Knight Advertising UK Limited, Tibcorn House, 51-53 Hagley Road, Edgbaston, Birmingham B15 8TP.

Please list any companies in which you are not interested in a covering letter.

Austin Knight Advertising

ACCOUNTANCY APPOINTMENTS

APPEAR EVERY THURSDAY

FOR FURTHER DETAILS PLEASE CONTACT

248 8000

TESSA TAYLOR
EXT 3351

DEIRDRE VENABLES
EXT 4177

PAUL MARAVIGLIA
EXT 4676

ELIZABETH ROWAN
EXT 3456

PATRICK WILLIAMS
EXT 3694

GENERAL APPOINTMENTS

APPEAR ON

WEDNESDAY

OCS
 CLEANING - SECURITY - REPAIRMENT - HYGIENE
 OFFICE CLEANING SERVICES LTD
 THE NEW CENTURY CLEANING CO. LTD
 SMARIS GROUP LTD, CENTURUM SECURITY LTD
 WEST LEIGH GROUP, CLEANMASTER LTD
 44 SOUTH SIDE, LONDON SW9 6BU TEL: 01-498 0088

SECTION II - COMPANIES AND MARKETS
FINANCIAL TIMES

Thursday April 21 1988

KIVETON PARK STEEL
 WE ARE THE
 SUPPLIERS OF THE
 VERY BEST STEEL
KPS
 KIVETON PARK STEEL & WIREWORKS LTD
 Kiveton Park, Sheffield S21 3PQ
 Telephone 01923 77023
 Telex 54179 KPSWUK G
 Facsimile 01923 77049

AT&T advances by 10% to \$492m in first quarter

BY ANATOLE KALETSKY IN NEW YORK

AMERICAN Telephone & Telegraph reported a 10.6 per cent advance in net earnings during the first quarter and posted its highest quarterly revenue growth in two years.

AT&T's net earnings were \$492m or 46 cents a share, compared with \$445m or 40 cents in the first quarter of 1987.

The growth of earnings per share, which came to 15 per cent, was due to a rise in total earnings because of redemptions of some preferred stock. This reduced preferred dividend requirements for the quarter to \$1m from \$1.5m.

Along with its quarterly earnings report, AT&T announced that Mr Robert Allen, formerly the company's president, had been appointed chairman of the

board to succeed the late Mr James Olson, who died suddenly on Monday.

Although AT&T's total revenue increased only 2.8 per cent to \$1.35bn, Mr Allen said he was encouraged by the fact that this represented the fastest revenue growth in two years.

Excluding rental revenues, which have been declining continuously since the deregulation for copper telephone services, AT&T's sales of services and products climbed 6.6 per cent to \$469m. Sales of services, mainly long-distance telephone calls, increased 8.2 per cent to \$437m, while product sales rose 3.7 per cent to \$232m.

Mr Allen noted that the increase in long-distance revenues was mainly due to higher

Sales boom helps Dow Chemical to best quarter

BY OUR NEW YORK STAFF

CONFUSION INTENSIFIED in the takeover battle for Irving Bank yesterday, as Banca Commerciale Italiana announced an amended offer, while the Federal Reserve Board said that it objected to one important aspect of Irving and BCI's friendly merger plan.

Bank of New York, the rival bidder for Irving, immediately stated that the new BCI offer was less attractive than the original proposal unveiled only two days earlier.

Bank of New York also urged shareholders to back its more straightforward tender offer, reckoned by analysts to be worth about \$4 a share or \$1.1bn in all.

The Fed, in a surprise announcement, said that it was "concerned" about Irving's proposal to boost its regular annual dividend by 85 per cent to \$4.50 a share.

The higher dividend was announced on Monday as part of a package of measures designed to win shareholder approval for the white-knight agreement reached between BCI and Irving to thwart the earlier Bank of New York bid.

Shortly after the Fed's statement, BCI and Irving presented a proposal, confirming that Irving would not raise its dividend except in circumstances "consistent with Federal Reserve policy."

However, the new agreement did not appear to offer shareholders substantially more money in compensation for the possibility of a lower dividend.

Shearson Lehman edges ahead to \$81m

By Our New York Staff

SHEARSON Lehman Hutton, which is challenging Merrill Lynch for the leading position in the US securities industry, yesterday reported first-quarter earnings which were little changed from the corresponding period a year ago as the company struggled to complete the assimilation of E.F. Hutton.

Shearson, which bought the well-known but troubled retail brokerage firm for \$660m last December, said its earnings for the first quarter were \$81m or 81 cents a share, against \$78m a year ago.

The company was still wholly owned by American Express in the first quarter of 1987, so no per-share figures are available for that period. The big financial services group sold about 51 per cent of the company to Nippon Life and the public last spring.

Revenues for the first quarter were up 47 per cent to \$2.5bn, thanks to the inclusion of Hutton. However, consolidation of the two companies brought a host of expenses, including an increase in staff levels and overtime, and costs rose 51 per cent to \$2.4bn.

Earnings for the most recent quarter were flattened by a \$55m pre-tax gain from the sale of Shearson's interest in McLeod Young Weir. However, Mr Peter Cohen, chairman, said the combined company had "strong results in our worldwide investment banking, asset management, market making and principal transactions areas."

He said the results were pleasing given the one-off expenses of the merger and the decline in activity in financial markets.

Investment banking revenues rose from \$172m to \$357m, as Shearson emerged as a strong force in mergers and acquisitions since the New Year.

Phelps Dodge soars to \$92m

BY OUR NEW YORK STAFF

PHELPS DODGE, the largest US copper producer, yesterday reported a ninefold increase in its income for the first quarter, as the sharp rise in prices for the metal worked straight through to profits.

The Phoenix, Arizona, company, which is enjoying its best year in recent history, said earnings rose to \$92m or \$2.49 a share on a fully diluted basis, against \$11.7m or 30 cents a share before a \$5.1m or 13 cents a share in special tax gains.

Revenues rose 53 per cent to \$589.9m.

The strong improvement, which just exceeded Wall Street's expectations and sent the com-

pany's stock up 4% to \$42 1/2 yesterday, was primarily due to strong but volatile producer prices. The New York spot price for copper, which averaged an exceptionally high \$1.09 in the first quarter of this year, against 82 cents in the 1987 fourth quarter.

Earnings from copper operations rose from \$30m to \$75m and would have been higher but for the need to buy in high-priced copper, higher depreciation and a maintenance shut-down for a smelter in New Mexico.

The company's manufacturing and specialty chemicals operations also performed well, with a rise in earnings from \$17.5m to \$34.5m. The improvement came from strong sales of carbon black by Columbia Chemicals, acquired in 1987, and the inclusion of profits from Accuride, a maker of truck wheels and rims acquired last quarter.

The improved business climate last year caused Phelps Dodge to drop plans to sell shares in its Missouri, Arizona, mine and its entire holding in a lead-silver mine in South Africa. The company said its debt stood at \$606.6m at the end of the first quarter, against \$698.2m at the end of 1987. The increase is largely due to the \$134.2m purchase of Accuride.

PNC Financial's 13% advance trails other banks' strong gains

BY OUR NEW YORK STAFF

ANOTHER SLEW of quarterly results from leading US commercial banks reveals significant gains for most of the industry.

PNC Financial, which has been one of the country's fastest-growing and most profitable banking institutions, disclosed slightly lower earnings growth than other major banks, albeit from a higher base.

Pittsburgh-based PNC, formed in 1983 by a merger between Pittsburgh National Bank and Provident National Corporation of Philadelphia, has been expanding rapidly by a combination of organic growth and acquisitions.

Its earnings per share have grown at a compound rate of almost 9 per cent in the last five years, and it is now the third biggest US bank in terms of market capitalisation, after Citicorp and J.P. Morgan.

PNC's first-quarter earnings were 13 per cent up at \$107.5m,

compared with \$95.2m in the first quarter of 1987. Earnings per share increased by 10 per cent, to \$1.21, from \$1.10.

PNC's total assets grew by 16 per cent to \$36.6bn and its equity increased by 8.8 per cent to \$2.26bn.

First Interstate Bancorp, the nation's eighth-largest bank, reported a 27.3 per cent increase in net profits to \$102.6m from \$80.5m a year ago.

Earnings per share of \$2.20 were 30 per cent higher than the \$1.68 recorded in the first quarter of 1987.

The latest earnings included a \$15m tax benefit connected with last year's Third World loan loss provisions, but even without this credit, the quarter's net income of \$97.6m would have been a record for the company, said Mr J.J. Pinola, the chairman.

The Los Angeles-based company said that its recently

Software groups post sharp rises

By Louise Kehoe in San Francisco

LOTS DEVELOPMENT and Microsoft, the leading US publishers of personal computer software, both reported major quarterly sales and earnings gains, reflecting the boom in personal computer sales.

Microsoft, which has launched several new products in recent months, was the biggest winner in the software market. The company reported a 95 per cent increase in net earnings for its third fiscal quarter ended March 31.

Earnings jumped to \$37.3m or 67 cents a share, from \$19.1m or 35 cents a share in the same period last year.

Sales revenues climbed 68 per cent to \$161.8m from \$96.4m.

Lotus Development reported record revenues and strong earnings growth for the first quarter. Sales revenues of \$117.5m were up 26 per cent, from \$93.5m in the same period a year ago.

Net income was \$18.5m, a 34 per cent increase from \$13.7m in the first quarter of 1987. Earnings per share rose 29 per cent to 49 cents, from 31 cents in the previous year's first quarter.

Mr Jim Mand, Lotus' president and chief executive, attributed the record revenues to the continued strong demand for the company's popular spreadsheet program, Lotus 1-2-3, as well as significant gains in export sales and the success of the company's venture into information services in which Lotus provides financial database products.

Inco displays sharp turnaround to \$125m

BY DAVID OWEN IN TORONTO

INCO, the world's largest nickel producer, has reported a startling turnaround in quarterly profits, due to much-improved primary metals prices.

The Toronto-based company also declared a second successive increase in quarterly dividend to 20 US cents a common share - up from 10 cents a share.

In all, first-quarter earnings totalled US\$125.9m or \$1.16 a share, compared with a net loss of \$6m or 8 cents a share in the corresponding 1987 period.

Sales advanced 77 per cent to \$676m, against \$381m in 1987. Earnings in the latest quarter include a \$6.1m extraordinary gain from the utilisation of prior years' tax losses.

The company's average real-

ised price for nickel in the period just ended was \$3.47 a lb, compared with just \$1.99 a year ago. Nickel production totalled 130m lbs - an increase of close to 20 per cent from the 1987 level.

Realised copper prices also rose strongly to \$1.04 a lb, against 94 cents a year ago. Copper output, however, fell marginally to 58m lbs.

With the nickel market still going from strength to strength, the company anticipates substantially higher nickel price realisations and earnings in its second quarter. Cash nickel prices on the London Metal Exchange averaged more than \$7 a lb in March, raising the first-quarter LME average to \$4.90 a lb.

Cray Research stays confident despite decline

By Our New York Staff

CRAY RESEARCH, the world's leading supercomputer maker, has reported a sharp decline in first-quarter sales and profits but said its outlook for the year remained unchanged.

The Minneapolis-based company reported net profits of \$26.4m or 85 cents a share, against \$57.2m or \$1.79 a year earlier.

Cray pointed out that its results fluctuate widely from quarter to quarter as its computers carry large price tags. Last year's first quarter was exceptionally strong and for the year as a whole, Cray earned \$147m or \$4.55 a share on sales of \$687m.

Mr John Rollwagen, chairman, said the latest quarter was stronger than expected because second quarter earnings in the second quarter were booked in the first instead.

Cray installed 11 new and three used computer systems during the first quarter. The new machines were worth an average of \$15m each.

CDC Life Sciences shuns C\$140m offer by Merieux

BY ROBERT GIBBENS

CDC LIFE SCIENCES, the Canadian biotech group, has turned down a C\$140m (\$511m) bid from Institut Merieux of France for a two-stage takeover of control, saying it is inadequate and not in the best interests of shareholders.

CDC is considering a poison pill defence through a financial restructuring, or alternatively management could sell the company or any of its subsidiaries to another party. It says it is already talking to a potential white knight.

CDC is a Toronto-based drug and vaccine manufacturer that includes Connaught Laboratories, famous for the discovery of insulin, and a Montreal contract research firm and a Montreal prescription drug maker.

Merieux, a subsidiary of Rhône-Poulenc chemicals group, already owned 12.5 per cent of CDC Life and would make a tender offer for 4.4m shares at C\$3 a share to bring its holding to one third. Then it has an option to buy a further 4.4m shares from Quebec's Cadise Depot next year.

Unanswered questions from Pirelli

BY ALAN FRIEDMAN IN MILAN

ITALY'S PIRELLI tyre and cable concern yesterday made an effort to explain a complex reorganisation of its group that is designed to produce a first-time consolidated balance-sheet and protect the Milan-based company from a hostile takeover bid.

But stockbrokers and analysts said the Pirelli plan, which was partly devised by Mediobanca, the Milan merchant bank, has raised as many questions as it answers.

"This is another exercise of boxes inside boxes," said Mr Paolo Azoni of Studio Albertini. "We don't understand how they are valuing the shares. It's a closed book," said Mr Chris Moore, head of research at SIGS, the investment bank.

Until now, Pirelli's operating companies in 16 countries which last year produced US\$5.6bn of revenues have been controlled by Italian and Swiss holding vehicles. Under the old structure, Pirelli and Com-

pany, the master holding, owned about 13.8 per cent of Pirelli SpA, the main Italian company, and 18 per cent of Societa' Internazionale Pirelli (SIP) SA, the Basle-based holding.

Pirelli SpA and SIP, in turn, owned 87 per cent each in operating subsidiaries, while Pirelli Societa' Generale SA, another Swiss company, held 18 per cent of the operation, and a further 8 per cent was held by foreign partners.

The new plan will see shareholdings shunted back and forth across the Basle-Swiss border to result in a structure that will have Pirelli and Company owning 35 to 40 per cent of SIP in Basle, which, in turn, will control 45 to 50 per cent of Pirelli SpA, which, in turn, will own 80 per cent of world operations.

But the financial engineering being used to achieve this new structure left the Milan market, where Pirelli SpA shares have been suspended for the past two days after the price jumped by 29 per cent over seven days, in a muddle.

In Switzerland, where SIP shares began trading again yesterday, the market reacted negatively and the price fell by 14 per cent to SF278 in Zurich. Shares in Milan began trading again today.

Mr Leopoldo Pirelli, the patriarchal chairman of the group, said yesterday that the reorganisation made Pirelli less vulnerable to hostile bids. "That the group is less vulnerable I think you can read in the numbers. It is a fact," said Mr Pirelli, but, when asked who had been buying up Pirelli stock in recent days, he smiled and said: "I haven't the foggiest idea."

Mr Pirelli then declined to disclose how much stock the Pirelli family owns in Pirelli SpA and further declined to reveal the names of his allies in the "shareholders' control syndicate" that owns 57.6 per cent of Pirelli and

This advertisement appears as a matter of record only.

SOCIÉTÉ GÉNÉRALE BANK NEDERLAND N.V.
 Amsterdam, The Netherlands

DM 150,000,000
5% Bearer Bonds 1988/1993

Irrevocably and unconditionally guaranteed by

SOCIÉTÉ GÉNÉRALE
 Paris, France

Offering Price 100 1/4% - Interest 5 1/4% p.a., payable annually in arrears on April 21, 1993 at par - Listing Frankfurt Stock Exchange

German Stock Index No. 483 670 - Codel Code No. 318 978 - Euro-clear Security Code No. 55 390

Société Générale - Elisische Bank & Co. Deutsche Bank Aktiengesellschaft

Bayerische Vereinsbank Aktiengesellschaft	BHF-BANK
Commerzbank Aktiengesellschaft	Dresdner Bank Aktiengesellschaft
Trikont & Bankhardt KGaA	Westdeutsche Landesbank Girozentrale
Amsterdam-Rotterdam Bank N.V.	Bank of Tokyo (Deutschland) Aktiengesellschaft
Bank Brno Lambert N.V.	Banque Française du Commerce Extérieur
Bayerische Hypothek- und Wechsel-Bank	Bayerische Landesbank Girozentrale
Creditanstalt-Bankverein	Deutsche Girozentrale - Deutsche Kommunalfank -
DG BANK Deutsche Genossenschaftsbank	Generale Bank
Hessische Landesbank - Girozentrale -	Industriebank von Japan (Deutschland)
Kreditbank International Group	Landesbank Rheinland-Pfalz - Girozentrale -
R. Metzler & Co.	J.P. Morgan GmbH
Nomura Europe GmbH	Sal. Oppenheim jr. & Cie.

OUT TODAY! EUROPEAN BANKER

A new monthly publication for the financial service industry of Europe to 1992 and beyond.

European Banker, published by Lafferty Group Ltd, winners of the Queen's Award for Export 1988, is the first pan-European banking publication to be produced in Britain.

Get your complimentary copy of the first issue by filling in the coupon below and posting it today.

Please rush me my complimentary copy of European Banker.

Name _____
Address _____

If you would like back copies of other Lafferty Group Financial publications please tick the appropriate boxes and they will be sent to you completely free.

- | | |
|--------------------------|--|
| <input type="checkbox"/> | Retail Banker International |
| <input type="checkbox"/> | Electronic Payments International |
| <input type="checkbox"/> | Private Banker International |
| <input type="checkbox"/> | Bank Accounting Report |
| <input type="checkbox"/> | International Accounting Bulletin |
| <input type="checkbox"/> | Financial Services International |
| <input type="checkbox"/> | The Accountant |
| <input type="checkbox"/> | Southern Banker (US) |
| <input type="checkbox"/> | Journal of Retail Banking (US) |

Lafferty Group Financial Conferences
During the first half of 1988 Lafferty Group Conferences will feature strongly on the European Financial Services scene in centres from Berlin to Dublin and Copenhagen to Tokyo.

Please tick the box and we will send full conference details and application forms.

Lafferty Group Limited
70 Newcomen Street, London SE1 1YT
Telephone: 01-357 7200. Telex: 25 332 LAFRBI - G.
Fax: 01-357 6370.

INTL. COMPANIES AND FINANCE

Paul Betts on the latest expansion plans of France's biggest publisher Hachette still hungry for TV

MR JEAN-LUC LAGARDÈRE, the chairman of Hachette, France's biggest publisher, has developed an insatiable appetite for the media.

Not content with his recent \$1.1bn shopping spree in the US, Mr Lagardère still has plans to expand into television, is negotiating the acquisition of a Spanish publisher, and is on the look-out for opportunities to buy daily newspapers in France.

But in the current controversial takeover climate in France, the permanently untanned Mr Lagardère, who also heads the Matra defence and electronics group, was quick to emphasise that he was not a corporate insider nor, in his own words, "a jackal hovering around its prey."

His aim, he said, was to build Hachette into one of the world's leading communications groups.

Having paid a total of \$1.2bn for Ceville (magazines) and Diamant (magazines) of the US, Hachette has now become the fourth largest media conglomerate

in the world, ranking after Bertelsmann, Capital Cities-ABC, and Time Inc. Mr Lagardère said group sales this year were expected to total FF22bn (\$3.9bn) compared with FF17bn last year.

Moreover, he said the acquisitions had not drained the company's coffers. Hachette had spent about FF2bn of its own money on the two purchases, financing the rest with debt. Mr Lagardère said the publishing group still had about FF300m in liquid funds available which were soon expected to increase to nearly FF1bn following a new asset-related operation. Under the circumstances, he added, Hachette could easily mobilise between FF1bn and FF2bn for other acquisition opportunities.

Hachette this week reported a rise in profits before special items to FF251.3m last year from FF215.7m the year before. After the special items, consolidated after-tax profits showed a fall from FF405.8m to FF327.5m. Mr Lagardère forecast that profits



Jean-Luc Lagardère: in high spirits after American coup

this year would not decline despite the cost of the two US acquisitions.

The two US takeovers and Hachette's other expansion plans - including the launch of two new magazines in the US, new international editions of Elle, the flagship magazine of the group,

and the negotiations in Spain - have now more than consoled Mr Lagardère's disappointment for failing a year ago to win control of TF-1, France's leading television network which the French right-wing Government of Mr Jacques Chirac has now privatised.

After an epic battle, control of the channel went to the Bouygues construction group. In high spirits after his American coup, Mr Lagardère announced a 25 per cent increase in Hachette's dividend this year to FF20, a 10-for-10 stock split as well as a one-for-10 scrip issue. He also said Hachette would seek a listing in New York.

But Mr Lagardère has not given up his television ambitions. At a crowded press conference this week he suggested that a leading international media group was clearly not complete without a major television network. He said he was patient but that Hachette, inevitably, would one day also become a big player in the television game.

Lower profits for Gencor mines

BY JIM JONES IN JOHANNESBURG

THE VULNERABILITY of the South African gold mining industry to rising costs and flat or falling rand gold prices was given further stress yesterday in the March quarter's reports from the Gencor group.

With a few minor exceptions the 12 producing mines showed lower operating profits, although reduced tax bills helped some to report better net earnings. In turn, the lower profits have led to a more careful husbanding of cash flows, with all but one of the mines reducing capital expenditure.

Some of the older, marginal mines managed to increase gold recovery grades to compensate for lower rand gold prices. On the whole, though, grades have continued to decline.

Buffalo City, the largest of the group's mines, suffered a sharp drop in its revenue from uranium. Last year, the mine joined other uranium producers to accelerate sales to beat threatened sanctions in Europe and the US.

Chemwes, the uranium recovery operation managed by the Stihlmine mine, suffered a proportionately lower profit drop than Buffalo City. It is apparently immune to sanctions as it is believed to supply the uranium

	GENCOR GOLD QUARTERLIES				Earnings (cents per share)	
	Gold produced (kg)	After-tax profit (Rm)	Mar 88	Dec 87	Mar 88	Dec 87
Beatrix	3,280	8,180	19.14	18.20	n/a	n/a
Bracken	853	953	2.28	11.3	11.6	11.6
Bufile	3,825	4,700	16.28	32.08	131.3	203.6
Grootevlei	1,100	1,058	1.48	1.89	10.8	9.7
Kinross	2,931	3,008	18.43	17.10	75.4	67.1
Leesle	835	808	2.76	2.80	11.9	11.1
Mariesvale	195	207	0.68	1.10	0.7	25.3
St Helena	2,405	2,330	10.22	12.82	58.6	65.3
Stihlmine	1,313	1,773	8.03	12.01	29.0	33.5
Umsiel	1,687	1,770	10.71	13.18	29.0	33.2
W. Rand Cons	916	980	(0.84)	(1.00)	19.4	(27.6)
Wintohak	2,915	3,101	25.39	29.92	62.6	105.5

Earnings per share calculated after capital expenditure. Parentheses = negative

used to fuel the Koeberg power station near Cape Town. Paradoxically, the disruption has led to higher gold output as mining operations have moved away from the lower-grade areas served by the No 10 shaft to higher-grade, though comparatively limited, areas in the old section of the mine.

St Helena is being used as the vehicle for establishing the new Oryx gold mine, which will make use of some of the shafts of the ill-starred Reisa uranium mine.

Oryx is pumping water out of the old Reisa shafts and workings and is sinking its own additional shafts.

Rival bid for NZ insurer

By Our Financial Staff

NATIONAL COMMERCIAL Union (NCU) of Australia, a 46 per cent associate of the UK's Commercial Union Assurance, yesterday offered NZ\$191m (US\$125.5m) for National Insurance Company of New Zealand.

Guarant Royal Exchange, a rival British insurer, has an 11 per cent stake in National Insurance, which is 90.8 per cent owned by National Pacific Corporation.

The NZ\$50.00 a share bid tops a NZ\$25 offer made last month by NZI Corporation, the leading Auckland-based financial services group, NZI, which is 95 per cent owned by Sir Ron Brierley's Brierley Investments (BIL), is also bidding for CIC Holdings, another Australian insurer where National Insurance owns 29.2 per cent and has accepted that bid.

National Pacific shareholders are to hold an extraordinary meeting on May 2 to consider the NZI offer, which has already received approval by the New Zealand Commerce Commission. Similar clearance is still awaited by NCU, whose bid is also subject to 80 per cent acceptance.

BASF unit to buy Dutch activities from Pennzoil

BY HAIG SIMONIAN IN FRANKFURT

WINTERSHALL, the oil production and refining subsidiary of BASF, the West German chemicals conglomerate, is negotiating to buy a clutch of Dutch offshore activities from Pennzoil, the US oil group.

The planned purchase, for an unknown but "substantial" price according to one industry observer, could indicate a new acquisitiveness at a time of potential change in the German oil industry.

Wintershall has been mentioned as a possible bidder for Deutsche Texaco, the German subsidiary of the US oil group which is restructuring its operations after its \$5.6bn settlement with Pennzoil and other creditors.

Last week, Hamburg-based Deutsche Texaco was put up for sale by its US parent for a price likely to be in the region of \$1.5bn.

Pennzoil has about a quarter stake in the Noordwinning consortium which is involved in natural gas exploration and produc-

tion off the Dutch coast. The purchase, which is being made jointly by Wintershall and the Dutch subsidiary of Elf, is particularly attractive as Pennzoil also has the lucrative operating concession for the consortium.

The acquisition will further expand both Wintershall's and Elf's roles in the Dutch offshore business where their Delfze Petroleum joint venture late last year bought Amara's 20.9 per cent share in the Noordwinning group.

Wintershall yesterday repeated a denial that it is bidding for Deutsche Texaco. This is in spite of powerful superficial attractions. The companies work together in two German domestic exploration consortia, while Deutsche Texaco owns chemicals activities which may be attractive to Wintershall or its parent.

Wintershall does not have a petrol station network of its own, which would remove certain monopoly barriers to a potential bid, though it does own a 15 per cent stake in the Aral chain.

Qantas merger with Air NZ ruled out

By Chris Sharwell in Sydney

A FULL merger between Qantas, the Australian international carrier, and Air New Zealand is not feasible for the foreseeable future, the two governments agreed yesterday.

The decision demolishes the idea mooted earlier this month to merge and partially privatise the countries' state-owned airlines.

But, after talks with his New Zealand counterpart in Canberra yesterday, Senator Gareth Evans, the Australian Transport and Communications Minister, said his Government and Qantas would consider taking up shares in Air New Zealand.

Mr Richard Prebble, New Zealand's Minister of State-Owned Enterprises, reaffirmed the Wellington government's commitment to its plan to issue shares in Air New Zealand.

He said that if Qantas were to take Air New Zealand shares, "it would cement a trans-Tasman airline business alliance to the benefit of both countries."

The ministers also agreed to study ways the two airlines could work together. "Common booking arrangements, joint marketing and joint purchasing would bring real benefits to both airlines, with lower costs and efficiency gains," they said.

"Close commercial alliance of the two major regional airlines would also give them much greater bargaining capacity generally, both with other countries and the mega-carriers."

As originally envisaged, the merger plan would have brought together three airlines: Qantas, Australian Airlines, which is the state-owned domestic carrier, and Air New Zealand.

But Australian Airlines was quickly dropped from the proposal, apparently after pressure from Ansett Airlines, its privately-owned domestic competitor, which would have sought to fly its own international routes.

FULL LONDON BRANCH NOW OPEN

NORWAY'S FOREIGN EXCHANGE BANK

Union Bank of Norway is one of the biggest and most experienced participants in the Forex market with particular expertise in Scandinavian currencies, both spot and forward.

We also offer a complete range of asset and liability management services. These include currency options, financial futures and interest rate and currency swaps.

Please contact:
HQ in Oslo: Bjørn Kaaber. Tel: (472) 42 88 10. Telex: 19550 UBN FX.
London Branch: Susanne Ward. Tel: 01-623 3192.
Telex: 8951828 UBNL.
20 St. Swithins Lane, London EC4N 8AD.

Also with subsidiary in Luxembourg and representative offices in Copenhagen, Helsinki, New York and Stockholm. Union Bank of Norway is known domestically as ABC bank.

Union Bank of Norway

Notice of Early Redemption

U.S. \$50,000,000

KOREA FIRST BANK Floating Rate Notes due 1995

Notice is hereby given in accordance with Condition 5(c) of the Terms and Conditions of the Notes, that all outstanding Notes will be redeemed at their principal amount on May 27, 1988 when interest on the Notes will cease to accrue. Payment of principal together with payment of interest in respect of Coupon No. 8 will be made in accordance with Condition 6 of the Terms and Conditions of the Notes, at the office of any of the Paying Agents who continue to be listed in the Terms and Conditions of the Notes.

By: The Chase Manhattan Bank, N.A.
London, Fiscal Agent

April 21, 1988

KANSALLIS-OAJAKE-PANKKI
(Incorporated with Limited Liability in Finland)
USD 100,000,000
Subordinated Floating Rate Notes due July 1997

In accordance with the terms and conditions of the notes, we hereby give notice that the next interest payment date will be July 21, 1988.

Annual interest rate for the period of April 21, 1988 to July 21, 1988 will be 7.75%. Interest payable will be:

- USD 192.74 per coupon for USD 10,000 nominal amount for registered notes
- USD 192.74 per coupon for USD 10,000 denominated notes
- USD 4,811.58 per coupon for USD 250,000 denominated notes

Responsible Director: Lennart S.A. Agent Bank

The Mortgage Bank and Financial Administration Agency of the Kingdom of Denmark
\$75,000,000
Guaranteed Floating Rate Notes due 1999, Series 99
Unconditionally guaranteed by The Kingdom of Denmark
Issue Price 100 per cent.

In accordance with the terms and conditions of the Notes, notice is hereby given that for the Interest Period from 19th April 1988 to 19th July 1988 the Notes will carry a Rate of Interest of 8.125% per annum. The amount of interest payable on 19th July 1988 will be \$1,000.08 per \$50,000 Note.

COUNTY NATWEST
Agent Bank

HAZLEWOOD FOODS
Pic
Derby, England

through its 100% subsidiary

WESEKE HOLDINGS
GmbH

has acquired

FELDHUES
GmbH
Metelen, Germany.

The undersigned initiated this transaction and acted as financial advisor to the seller.

MATUSCHKA GROUP
Munich Berlin Zurich London Paris New York Toronto Atlanta Bermuda

RECKITT & COLMAN
Pic
London, England

through its 100% subsidiary

RECKITT
GmbH

has acquired

MANAN
GmbH & Co. OHG
a subsidiary of
E. MERCK
OHG
Darmstadt, Germany.

The undersigned initiated this transaction, assisted in the negotiations and acted as financial advisor to the seller.

MATUSCHKA GROUP
Munich Berlin Zurich London Paris New York Toronto Atlanta Bermuda

U.S. \$100,000,000

Great American
First Savings Bank

Collateralized Floating Rate Notes Due 1992

Interest Rate	7 7/8% per annum
Interest Period	21st April 1988 21st October 1988
Interest Amount per U.S. \$100,000 Note due 21st October 1988	U.S. \$3,676.04

Credit Suisse First Boston Limited
Agent Bank

Bank of China
U.S. \$200,000,000
Floating Rate Notes 1992

In accordance with the provisions of the Notes, notice is hereby given that, for the six month period 21st April, 1988 to 21st October, 1988, the Notes will bear interest at the rate of 7 7/8% per cent per annum. Coupon No. 2 will therefore be payable on 21st October, 1988, at US\$9,610.08 per coupon on Notes of US\$250,000 nominal and US\$484.43 per coupon from Notes of US\$10,000 nominal.

S. G. Warburg & Co. Ltd.
Agent Bank

FIRST CITY BANCORPORATION OF TEXAS, INC.
US\$100,000,000
Floating Rate Notes due January, 1995

In accordance with the provisions of the Notes, notice is hereby given that the Rate of Interest for the three month period 22nd April, 1988 to 22nd July, 1988, has been fixed at 7 7/8% per cent per annum. Interest will therefore be payable at US\$189.58 on 22nd July, 1988.

MANUFACTURERS HANOVER TRUST COMPANY
Agent Bank

OVERSEAS UNION BANK LIMITED
US\$100,000,000
Subordinated Floating Rate Notes due 2011
(redeemable at the option of the Noteholders in 1996 and 2000)

In accordance with the provisions of the Notes, notice is hereby given that the rate of interest for the six months 21st April, 1988 to 21st October, 1988 has been fixed at 7 7/8%. The interest payable on the relevant interest payment date, 21st October, 1988, will be US\$8,690.10 per US\$250,000 Note.

Agent Bank:
Standard Chartered Merchant Bank Limited

Bank of Greece
US \$150,000,000
Floating Rate Notes due 1994

Notice is hereby given that the Rate of Interest relating to the above issue has been fixed at 7 7/8% per cent for period 21st April, 1988 to 21st July, 1988.

Agent Bank:
Morgan Guaranty Trust Company of New York
London

AMENDMENT TO NOTICE TO THE WARRANTHOLDERS dated March 16, 1988 OF Yuasa Battery Co., Ltd. (the "Company") U.S. \$50,000,000.

5 per cent Guaranteed Bonds due 1993 (the "Bonds") with Warrants attached (the "Warrants") to subscribe for shares of common stock of the Company.

The last two lines of paragraph 2 of the Notice made on March 16, 1988 in connection with adjustment of the Subscription Price of the captioned Warrants, viz.

- Subscription Price before adjustment: Yen 483
- Subscription Price after adjustment: Yen 460 shall be amended as
- Subscription Price before adjustment: Yen 483
- Subscription Price after adjustment: Yen 460

21st April, 1988

The Mitsui Trust & Banking Co., Ltd.
99 Bishopsgate
London
EC2M 3XD

Christiania Bank og Kreditkasse
(Incorporated in the Kingdom of Norway with Limited Liability)
U.S. \$100,000,000
Floating Rate Subordinated Notes Due October 1997

Notice is hereby given that the Rate of Interest has been fixed at 7.75% and that the interest payable on the relevant Interest Payment Date October 21, 1988 against Coupon No. 6 in respect of US\$10,000 nominal of the Notes will be US\$9,393.96 and in respect of US\$250,000 nominal of the Notes will be US\$9,848.96.

April 21, 1988, London
By: Citibank, N.A. (CSSI Dept), Agent Bank

CITIBANK

U.S. \$100,000,000

MC Corp
A Momentum Company

Floating Rate Notes Due 1992

Interest Rate	7 7/8% per annum
Interest Period	21st April 1988 21st July 1988
Interest Amount per U.S. \$1,000 Note due 21st July 1988	U.S. \$18.80

Credit Suisse First Boston Limited
Agent Bank

INTL. COMPANIES AND FINANCE

Peugeot to raise dividend after upsurge in profits

By PAUL BETTS IN PARIS

PEUGEOT, THE French private car group embracing the Peugeot and Citroen marques, almost doubled net profits last year to FF6.7bn (\$1.18bn) from FF3.59bn in 1986. The group plans to increase its net dividend from FF10 to FF17 a share.

The profits, announced yesterday by Mr Jacques Calvet, the chairman, confirm the group's spectacular recovery. Sales rose from FF105bn to FF118bn.

Both the Automobiles Peugeot and Automobiles Citroen divisions reported big gains in earnings last year. Net earnings at Automobiles Peugeot increased to FF2.84bn from FF1.2bn,

while earnings at Automobiles Citroen rose to FF1.78bn from FF2.39bn.

Group cash-flow rose to FF13.6bn from FF7.2bn and more than covered capital investments of FF8.8bn. Profits before tax rose to FF8.58bn from FF4.8bn. The group's tax load increased significantly, to FF1.6bn compared with only FF1.65bn in 1986.

Peugeot's production break-even point, which a few years ago totalled about 2m cars a year, has continued to come down steadily, to 1.28m cars last year, and is expected to be reduced further to 1.2m cars this

year, Mr Calvet said.

He added that the group intended to increase its production capacity by modernising its industrial plants from about 1.5m cars last year to 2.2m cars in 1991 and 2.5m cars in 1993.

The strong improvement in profits and last year's new equity issue also contributed to a one-third reduction in group debts to FF19bn at the end of last year from a little more than FF30bn the previous year.

Mr Calvet said the current year had started better than expected as a result of a strong first quarter with the French car market advancing by 8.7 per cent.

Burdas to sell stake in Springer

By Haig Simonian in Frankfurt

MR FRANZ BURDA and Mr Frieder Burda, the brothers who together own 26.1 per cent of Axel Springer Verlag, West Germany's leading newspaper group, have agreed to sell their holding to Springer family interests which own a roughly similar stake.

The sale, for an undisclosed sum believed to be over DM500m (\$301m), appears to end the squabbling over the Springer group. Last month, Mr Leo Kirch, a Munich film entrepreneur who owns 10 per cent of Springer's shares and claims to speak for a further substantial holding, announced an agreement with the Burdas to pool their stakes.

The deal, which was vehemently opposed by the Springer family interests, was intended eventually to give Mr Kirch and the Burdas control over the group, which has been badly sidetracked by disagreements between its main shareholders.

However, in a further twist, Mr Hubert Burda, a third brother, said yesterday he had a contractual right of first refusal to the stake just sold by his two brothers.

The Burda holding in Springer was acquired in 1988 for about DM250m.

Cardiff Survey

The Financial Times proposes to publish this survey on:

June 1st, 1988

For a full editorial synopsis and advertisement details, please contact:

Clive Radford
on Bristol (0272) 292565
Fax (0272) 225974

or write to him at:

Merchants House
Wapping Road
Bristol
BS1 4RW

FINANCIAL TIMES
LONDON'S BUSINESS AND FINANCE

FULL LONDON BRANCH NOW OPEN

NORWAY'S CAPITAL MARKETS BANK

Union Bank of Norway is an active manager and underwriter of Eurobonds, with particular emphasis on issues by Norwegian borrowers and issues denominated in Scandinavian currencies. We maintain a liquid secondary market in those international bond issues which we have lead-managed. Domestically, we are in the lead as regards Government guaranteed bonds and other public sector bonds.

Please contact:
HQ in Oslo: Per Hagen. Tel: (472) 31 90 50.
Telex: 19968 ABC SE.
London Branch: Paul Stevenson or David Hollands-Hurst. Tel: 01-929 2391. Telex: 8951828 UBNL.
20 St. Swithins Lane, London EC4N 8AD.

Also with subsidiary in Luxembourg and representative offices in Copenhagen, Helsinki, New York and Stockholm. Union Bank of Norway is known domestically as ABC bank.

Union Bank of Norway

Elf in Rhin-Rhone compromise

By GEORGE GRAHAM IN PARIS

BOLLORE, THE French transport and diversified industrial conglomerate, has reached an agreement with Elf Aquitaine, the oil group which is its rival in the power battle for Rhin-Rhone, the Alsatian fuel trader and distributor.

Elf will sell its Rhin-Rhone shares to Bollore, giving it 76 per cent of the company, and drop a FF70bn (\$80m) Rhin-Rhone bid. In return it will take a minimum 5 per cent stake in a com-

pany grouping Rhin-Rhone's fuel operations in eastern France with those of Bollore's SCAC subsidiary, and will be the guaranteed supplier of at least three-quarters of the group's fuel requirements.

Elf will also have first option on the remaining Rhin-Rhone fuel operations and its Frans Bonhomme unit, a plastic piping distributor, if they are sold.

Mr Michel Piquerez, Elf chairman, said Bollore would pay FF1.575 a share for the 39.5 per

cent stake Elf has held in Rhin-Rhone since the 1960s, giving a capital gain of around FF240m (\$25m). Bollore will also undertake to buy shares from the remaining minority shareholders at FF1.700, Elf's final bid level.

Bollore, which made profits of FF137m in 1986 on turnover of FF9.2bn, will have invested FF150m in the acquisition, but still claims to have FF1.2bn available for further acquisitions.

Preussag's venture with Penarroya to go ahead

By OUR FRANKFURT STAFF

PREUSSAG, THE West German metals group, and Penarroya of France, two of Europe's largest zinc producers, are going ahead with a joint venture, foreshadowing their merger for producing and processing lead, zinc and pure metals.

The new company, to be based in Paris and called Metaleurop, will be owned 45 per cent by Preussag and 20 per cent by Imetal, a French group which was previously Penarroya's controlling shareholder and retains a substantial stake. The remaining shares will be widely placed.

The scheme follows the failure of efforts last year by five leading producers to club together and co-ordinate their output in the European zinc business, which has been plagued by overcapacity in the 1980s.

The joint venture will take shape in a number of stages. Preussag will subscribe to a capital raising by Penarroya, which will then change its name to

Metaleurop. The new company will subsequently acquire Preussag's foundries and processing facilities.

The venture, which still needs formal approval from the shareholders of the two companies as well as from regulators in their home countries and in Brussels, should have assets worth around DM1bn (\$902m). However, it will not include Preussag's existing mining operations.

In 1986, Penarroya produced 286,000 tonnes of lead against 162,000 by Preussag, while its output of zinc was 217,000 tonnes compared with Preussag's 176,000 tonnes.

Preussag profits have been severely depressed in the past two years owing to heavy losses in base metals, and the company passed its dividend in 1988. Penarroya returned to the black last year with profits of FF98.7m (\$12.3m), though only after assets sales worth FF185.1m.

BP takes a pioneering step into Spanish market

By PETER BRUCE IN MADRID

SPAIN'S PRIVATE oil refiners never needed to be told that the only way to avoid being beaten up by big bodies is to share your sandwiches and become a friend.

British Petroleum thus became the first of the Western oil majors to enter Spain's tightly controlled oil products market on Tuesday when it signed up with Petromed to form a joint distribution and retailing venture here.

The problem for the independent Spanish refiners is that when the Government finally liberalises the fuel market ahead of the European single market in 1992 they would be left with distribution networks of their own, no retailing experience and few interesting products. At the moment, though some like Repsol Petroleo, Cepsa and Petronor own their own service stations, they all have to sell their products to the monopoly distributor, Campsa, which also has more service stations than anyone else. Product definition barely exists and all prices are controlled by the state.

The prospect of being left facing multinationals like BP, Texaco, Mobil and Shell in a completely open market in less than five years has driven all the important independent refiners to hunt for partners. Petromed now has BP, Cepsa, the biggest

independent, has just sold a 10 per cent stake to the International Petroleum Investment Company of Abu Dhabi, and Repsol, the state-owned oil conglomerate due to be part-privatised later this year is trying to sell 10 per cent of itself to Mexico's Pemex.

Campsa serves 4,500 stations on its network though it is excluded from a tiny parallel network open to imported products since 1986. Analysts reckon Spanish service station density would have to more than triple to reach normal European Community standards.

Given that, BPMed, as the new joint venture will be called, appears to have set itself remarkably modest targets. Allowing for the fact that the new partners are going to be careful not to intrude on the monopoly until the law allows, they plan to invest just Ptas40m (\$88.6m) over the next 10 years and say it is possible that they would have opened about 250 service stations in the next three to four years. Spain's oil products market totalled 32m tonnes last year, and BPMed believes it will take under 2 per cent of it.

Petromed will receive some 150 service stations anyway, as the monopoly is dismantled, but it is discussing putting these into a partnership with Cepsa. These negotiations have a wider dimension because Petromed is owned by Banco Espanol de Credito (Banesto) and Cepsa belongs to the country's biggest bank, Banco Central.

The two banks are considered possible merger candidates and a search for "synergies" in their big industrial holdings has done little to dampen speculation.

Read how the world's largest electronic publisher shapes up

Fill in the coupon for the 1987 Reuter Annual Report, and we will send you a special information pack.

This year we have produced a second document, as well as our Report and Accounts, that looks at Products and Technology. Together, they provide a complete picture of our business.

In 1987 revenue increased 39.6%, with record pre-tax profits of £178.8m. Earnings per share rose by 34%, to 26.0p.

We have also expanded our product range, both through new developments and acquisitions. Reuters now holds an even stronger presence in financial markets, with the potential for further growth.

For the complete story, just return the coupon.

ANNUAL REPORT 1987

Weekly net asset value as at 18/4

Tokyo Pacific Holdings (Seaboard) NM

was US\$ 174.91

Listed on the Amsterdam Stock Exchange

Information:
Pfeiffer, Holding & Pfeiffer NV
Havenweg 214, 1016 BS Amsterdam.
Tel. + 31 - 20 - 21188.

Weekly net asset value on 15/4 was US\$ 37.21

Asia Pacific Growth Fund

Listed on the Amsterdam Stock Exchange

Information:
Pfeiffer, Holding & Pfeiffer NV
Havenweg 214, 1016 BS Amsterdam.
Tel. + 31 - 20 - 21188.

Bank of China

U.S. \$200,000,000

Floating Rate Notes 1992

In accordance with the provisions of the Trust Deed for the six month period 21st April, 1988 to 21st October, 1988, the Notes will bear interest at the rate of 7 3/4 per cent per annum. Coupon No.2 will therefore be payable on 21st October, 1988, at US\$9.610.58 per coupon from Notes of US\$250,000 nominal and US\$394.45 per coupon from Notes of US\$10,000 nominal.

S. G. Warburg & Co. Ltd.
Agents

Please send me a copy of the 1987 Reuter Annual Report. Post to: Corporate Relations Department, Reuters Holdings PLC, 85 Fleet Street, London EC4P 4AJ or telephone 01-250 1122.

Name _____

Company _____

Address _____

Postcode _____ FT

INTERNATIONAL CAPITAL MARKETS AND COMPANIES

Eurodollar issues test appetite of investors

BY DOMINIQUE JACKSON

THREE EURODOLLAR straight bond issues totalling \$500m were launched yesterday, testing investors' appetite for the currency as a new issue business remained busy in many sectors. Three more Australian dollar issues totalling \$450m were brought to market, following Tuesday's \$350m.

The timing of the dollar bonds was viewed as a sign of the recent bullish tone of the sector following last week's poor US trade figures. The first two \$300m deals were for bank names. Though they carried short two-year maturities, they did not have the attraction of the top-quality European Community issues that were the third, launched late in the day, was for Fiat Finance and Trade.

INTERNATIONAL BONDS

Late in the day UBS Securities launched a \$100m 8% per cent three-year issue at 101 1/4 for Fiat Finance and Trade which is guaranteed by the parent company. UBS said the issue was priced to yield 55 basis points over comparable Treasury issues.

US pleased with latest Japanese deregulation

By Carol Rapoport in Tokyo

JAPAN YESTERDAY confirmed two further steps in the liberalisation of its financial markets as the latest round of bilateral talks with the US on the matter were completed. In contrast to previous years, the mood following this year's yen-dollar talks was decidedly positive and upbeat.

Peter Bruce on a slow-burning revolution in Spanish banking Cajas push deep into banca territory

WHILE SPAIN'S leading bankers parade about Madrid having their pictures taken with Royalty, attending movie premieres, or teasing the local press with hints about who might merge with whom, a slow-burning revolution is quietly loosening the ground beneath their feet.

SPANISH COMMERCIAL AND SAVINGS BANKS (Deposits in bn Ptas. at 31/1/1988)

Table with columns for All banks, Savings banks, and specific bank names like La Caixa, Banco Central, etc.

and their 12,000 branches are still prevented by law from operating much beyond their traditional territory. Although La Caixa and the Caja de Madrid (the country's second largest savings bank) do have some branches beyond their provincial boundaries (and in the Balearics as well in the Caixa's case), these are exceptions.

FT INTERNATIONAL BOND SERVICE

Large table listing international bonds with columns for Issuer, Maturity, Yield, and Price.

First-quarter setback for Bankers Trust

By Anatole Kalesky in New York

BANKERS TRUST, the eighth largest US bank group, suffered a setback in the first quarter of 1988, as the foreign exchange speculation for a large share of its recent spectacular profits.

Call for tighter limits on Swedish option trading

BY SARA WEBB IN STOCKHOLM

OPTION TRADING in the Swedish markets should be governed by tighter requirements on margins and position limits, according to a report released yesterday by an independent inquiry.

Lloyds Geneva unit forms branch in Luxembourg

BY WILLIAM DUFFLEPORT IN LUXEMBOURG

LLOYDS BANK'S Geneva-based international private banking group (LIPB) plans to establish a branch in Luxembourg to serve "wealthy individuals residing in the European Community", particularly in Northern Europe.

Deutsche Lufthansa Aktiengesellschaft advertisement with logo and contact information.

UK COMPANY NEWS

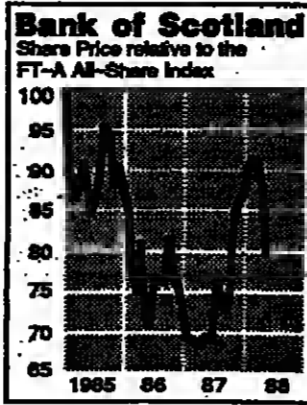
BOOST FROM STRONG UK FINANCIAL SERVICES MARKET

Bank of Scotland at record £131m

BY DAVID LASCELLES, BANKING EDITOR

THE STRENGTH of the UK financial services market helped Bank of Scotland to achieve record profits in the year ending February 28, despite exceptional provisions for loans to troubled Third World countries.

The results were much in line with market expectations, and the bank's shares closed at 513p, an increase of 3p on the day.



NatWest US makes \$26m

BY DAVID LASCELLES

National Westminster Bancorp, the newly formed US subsidiary of the National Westminster Bank, made net profits of \$26m (£13.6m) in the first quarter of this year.

Bank of Scotland is pursuing a strategy of expansion outside the Scottish market through co-operation with other institutions like building societies, and by developing electronic delivery systems.

Recovery at Brown & Jackson

Brown & Jackson, which has interests in building and toiletries distribution, recovered strongly in 1987 with pre-tax profits rising from a depressed £22,000 to \$661,000.

Wade Potteries reports small rise half-way

A taxable profit of £1,07m is reported by Wade Potteries for the six months to January 31 1988 against £1,02m in the same period of 1987.

Southeast Property lifted to £2.5m by acquisitions

BY PAUL CHEEVER, PROPERTY CORRESPONDENT

Southeast Property, formerly known as Southeast Stadium, lifted pre-tax profits tenfold and earnings per share nearly fourfold during 1987 on the back of a series of acquisitions.

Kwik Save lifts profits by 11.7%

By Mimi Tait

Kwik Save, the discount food retailing group, yesterday reported an 11.7 per cent increase in pre-tax profits to £24.3m for the six months to February 27 1988.

Strong second half performance lifts Hawker Siddeley to £163m

BY DAVID WALLER

Hawker Siddeley, electrical and mechanical engineering group, yesterday reported an £11.1m increase in pre-tax profits for 1987. At £163m, the result was in line with brokers' expectations.

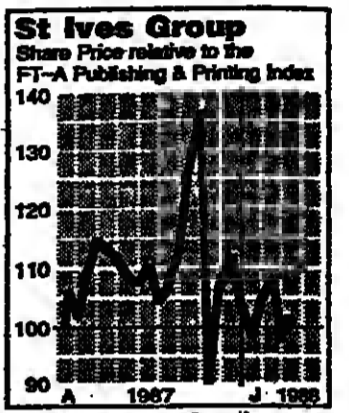
On the electrical side, motors and generators improved their profits by 20 per cent to £28.6m on turnover of £228m (£220m).

St Ives increases 14% to £8.5m

BY VANESSA HOULDER

St Ives Group, the security, book and magazine printing group, yesterday announced pre-tax profits of £8.5m for the six months ended 31 January 1988.

St Ives is spending £30m on a re-equipping and expansion programme that will be implemented over the next 18 months.



The turnaround was partly attributable to the closing in 1987 of the commodity trading division.

Mr Jack Johnston, chairman, said turnover had been affected by lower demand for specialised refractory products due to the mild winter and reorganisation at an important customer in a different sector.

However, because it took over Hampton Trust for £70m in February 1988, it has decided to change its financial year-end to March so that the results of this latest and largest acquisition can be incorporated in the accounts.

There would be a strong drive for growth through advances, particularly to the corporate sector.

For the year to end-February Bank of Wales, 75 per cent-owned by the Bank of Scotland, returned pre-tax profits of £2.6m compared with £2.4m for the preceding 14 months.

Mr Robert Gavron, chairman, said that St Ives had achieved significant profits growth in its existing book and magazine printing divisions. This was in addition to the completion in October of the 24th acquisition of Burrows, the UK's leading City and financial printer.

Mr Robert Gavron, chairman, said that St Ives had achieved significant profits growth in its existing book and magazine printing divisions. This was in addition to the completion in October of the 24th acquisition of Burrows, the UK's leading City and financial printer.

ALLIED INSURANCE Brokers: Share dealings commenced on the USA, today, following the company's transfer from the Third Market.

An interim dividend of 1.5p is declared (1.3p) on earnings per 10p share of 6.8p (6.2p).

Mr Derek Reynolds, a Southeast director, said yesterday that the company would pay a final dividend.

Excitement may not be Kwik Save's strong point, but reliability certainly is. Yesterday's figures held few major surprises, even if the effects of the industrial disputes seem to have lingered.

The October downturn had provided an opportunity for a massive reorganisation at Burrows, said Mr Gavron.

Caught with a rights issue and the acquisition of a financial printing group in hand, it was no surprise that the October crash cut the value of St Ives in half.

next year to more than the 14 per cent enjoyed by the rest of the group. Elsewhere, growth in the magazine and book divisions looks healthy.

London SE listing for Thai Investment Fund

BY PHILIP COGGAN

Thai Investment Fund, an investment company specialising in Thailand-based companies, is seeking a listing on the stock market.

The fund may keep between 25 and 50 per cent of its cash in money market instruments in currencies other than the Thai baht or the US dollar.

Cap Gemini continues to buy into Cap

By Mimi Tait

Cap Gemini Sorget, based in France and Europe's largest computing services company, continues to add to its stake in Cap Group, the UK software house which is currently in the throes of the merger with France's Sema-Metra.

Parabe assets grow by 25%

By Michael Smith

Parabe Investment Company said a substantial rise in the value of the investment portfolio in the first half of 1987 enabled it to increase net asset value per share for the full year by 25 per cent.

E Wors Water acceptances

Acceptances equivalent to 45.83 per cent of the voting capital of East Worcestershire Waterworks, a statutory water company, have been received by Ewater Supply, which is making a recommended cash offer for the company.

It announced yesterday that it now holds a 21.9 per cent interest - having raised its stake to 20.6 per cent earlier this week.

Kwik-Fit in £5m French purchase

By Michael Smith

Kwik-Fit Holdings, automotive retailer, is to buy £5.5m for 80 per cent of Tours France, a privately-owned tyre retailer and distributor based in western France.

The fund will invest in equities, and equity related derivatives of companies listed on the Securities Exchange of Thailand.

Yanichi is offering 5m participating redeemable preferred shares at \$10.40 each.

LAPORTE advertisement featuring a large graphic with text: 'Over the past eight years only one Laporte company has achieved unbroken growth, coupled with an increase in pre-tax profits of over 300% together with earnings/share growth of over 100%'.

LAPORTE 100 years of Progress advertisement. Includes bar charts for Pre-tax Profits and Earnings per share from 1980 to 1987. Key statistics: Pre-tax profit up 17.1% to £75.2m; Turnover up 9.7% at £463m; Total dividend for year increased by 18.5%; Earnings per share up from 30.1p to 35.8p.

Table: DIVIDENDS ANNOUNCED. Columns: Company, Current payment, Date of payment, Corresponding div, Total for year, Total last year.

Dividends shown pence per share net except where otherwise stated. *Equivalent after allowing for scrip issue. †On capital increased by rights and/or acquisition issues. ‡USM stock. §Unquoted stock. ¶Third market. ††For 14 months. †††Makes 0.3p to date in respect of 0.15 months period.

Table: BOARD MEETINGS. Columns: Company, Date, Location.

DURMECH ENGINEERING LIMITED advertisement. 'Are Proud to Receive The Queen's Award for Export Achievement'. Specializes in the design and manufacture of Slitting lines, Cut up lines, Strip Process lines, Mill equipment, Special purpose machines.

UK COMPANY NEWS

Farmers seeks BAT hearing delay

BY NICK BUNKER

Farmers Group, the beleaguered US insurer, went to court in Los Angeles yesterday to seek at least a two-week delay in a key regulatory hearing on the \$4.5bn (£2.38bn) bid it faces from BAT Industries of the UK.

postponement until at least May 20. "We feel that the commission's time frame is very limited in view of the complexity of the issues involved."

Yesterday's action by Farmers is seen at BAT as the latest in an elaborate series of legal manoeuvres aimed at slowing down the progress of the British group's takeover proposal, which was first made public in January.

Mr Katz said the delay was necessary because the Oregon state insurance department was holding a hearing into the BAT bid from May 9 to May 20. Farmers had asked the California Superior Court for a postponement of the Los Angeles regulatory hearing so that they would not have to run simultaneously, he said.

Maxwell buys more business magazines

By Raymond Snoddy

MR ROBERT Maxwell increased his stake in the business and professional magazine industry yesterday with the purchase of 90 per cent of Patey Doyle for £2.5m in cash.

It is the Mirror Group publication which has been bought by Patey Doyle for £2.5m in cash. It is the Mirror Group publication which has been bought by Patey Doyle for £2.5m in cash.

Deborah Hargreaves on Tate's PR efforts in Illinois Sweetening the takeover pill at the local level

Staley Continental, the US corn syrup and food services group, may have kept Tate & Lyle waiting for nearly a fortnight before responding to the UK sugar refiner's takeover bid, but Tate wasted no time in beginning to sweeten its image in the US.

Within days of launching the hostile offer, Mr Neil Shaw, Tate chairman, flew to Illinois, where Staley is based, in an effort to seize the initiative in what would be a drawn-out takeover battle.

Tate's legal challenge to its "golden parachute" arrangements for top executives. So far, it has failed to fire off any suits of its own.

Stock losses, bad debts tip Kalon into the red

By Andrew Hill

Stock losses, bad debts and the increased cost of raw materials, plunged Kalon Group, paint, chemicals and industrial coatings company, into the red last year.

Yesterday, as it predicted a month ago, the Yorkshire-based group reported a loss of £1.45m before tax for the year to December 31 1987, against profits of £4.92m in 1986. The company is not recommending a final dividend.

Turnover rose to £86.9m (£81m) and the company made a small operating profit of £976,000 (£7m) during the year, but £2.13m (£1.92m) of interest payable on borrowings dragged down the pre-tax figure. At one point last year Kalon's gearing rose to well over 100 per cent.

Two finance directors have resigned in the last year and in February, the group managing director also resigned and was replaced six months later by Mr Mike Hennessy.

He said stock losses of £800,000, and redundancy and rationalisation costs of £289,000, were taken above the line, as were bad debt provisions of £400,000.

An extraordinary loss of £782,000 represents the purchase of a property lease, and closure and reorganisation costs.

Kalon is concentrating on core operations and Mr Hennessy expects to raise £10m in cash to reduce borrowings currently at £12m, with a view to disposing of peripheral businesses.

The shares, which fell from 34.5p to 32p on last month's announcement by Kalon, rose 1.5p to 34p yesterday.

GrandMet buys US optician

By Vanessa Houlder

Grand Metropolitan, the UK drinks, specialist retailing, food and hotel group, has expanded its US optician business through a \$21.12m cash acquisition of Vision Express, a chain of 27 optical superstores.

The acquisition will greatly expand the geographical spread of Texas-based Pearle Vision Express, founded in 1966, is based in the mid-West with outlets in 13 states. It forecasts annual sales in excess of \$30m and estimates suggest post-tax profits of about \$4m in the year to September 30, putting it on an exit multiple of 10.

GrandMet said yesterday that it is in discussion with Eye-Tech, another optical chain operating 40 superstores.

Nimslo details recovery plan

By Patrick Daniel

Nimslo, the struggling 3-D photography company which had its USM shares suspended last month pending completion of a recovery plan, yesterday reported a further pre-tax loss of £1.18m for the year to February 3, topping the previous year's £1.4m.

The Bermuda-based company, which is to change its name to Fairhaven International, also announced that it had entered into a conditional agreement on the recovery plan with its major shareholder, Fred Olsen, the Norwegian shipping group.

Under the plan, Nimslo will acquire Fred Olsen's Oil & Gas Construction subsidiary, which commissions and maintains offshore oil platforms, mainly in the North Sea. This is expected to provide greater underlying profitability to the company.

The consideration for this transaction will be satisfied by the issue to Fred Olsen of 75m new Nimslo shares.

In addition, the company will

convert Fred Olsen's outstanding \$7.2m (£3.8m) promissory notes into ordinary Nimslo shares thereby eliminating the long-term debt from its balance sheet.

Conversion of the non-interest bearing promissory notes will result in a further issue of 30m new shares, representing 24 cents (£2.7p) a share.

Nimslo's shares were suspended on March 8 at 15p.

The new issues will increase the shareholding of Fred Olsen and its interests to about 80 per cent.

Fred Olsen has also agreed to meet the costs incurred in the transactions up to a maximum of \$400,000.

use its technology for 3-D photographs and images.

Nimslo will receive a minimum payment of £1.5m on June 1 in respect of rights for a three-year period ending May 31 1990, after which it will receive an annual minimum royalty of \$1.5m.

The company said that following completion of the transactions, the directors will propose a capital restructuring which will enable dividends to be paid from future profits.

Falcon Resources

Shareholders in Falcon Resources are still facing a long wait before the resumption of dealings, suspended in October 1987.

In January, management control passed to Venturelapse, but Mr Ronnie Monk, former chairman, is still on the board and remains in dispute with Venturelapse.

USM prepares greeting for Clinton Cards

By Fiona Thompson

FROM BILLERICAY to Bognor they buy them in bulk. Greeting cards are big business and Clinton Cards mean to benefit from the boom. It is joining the Unlisted Securities Market via a placing and offer for sale which will capitalise the company at £20.25m.

Samuel Montagu is placing 2.17m shares with institutions and offering 1.17m for sale, representing 24.7 per cent of the enlarged equity. At the 150p offer price, Clinton is valued on an historic price of 16.4 on the basis of earnings per share of 4.13p for the year ended January 31 1988.

Mr Don Lewin, chairman and managing director, opened his first shop in Epping 20 years ago, naming it after his son. There are now 77 Clinton Cards shops, all in the south east and East Anglia, which last year sold 25m cards. Hellmarr is the main supplier at 40 per cent.

"Most of our customers are women between 20 and 45," said Mr Lewin. Fanny cards are gaining in popularity but the best sellers remain the sentimental ones with long verses, horses



Don Lewin: best sellers remain sentimental ones and dogs always go down a treat. Clinton's cards range from 45p to £30, and for the latter you will get a giant satin padded cushion with bows and ribbons that plays a tune. Cards represent 66 per cent of Clinton's business, gift wrap 9 per cent, stationery and novelties another 9 per cent, and what the company calls "plush" the final 15 per cent - soft toys and cartoon character products.

The UK greeting card business is worth about £470m a year and Clinton has a 3 per cent market share. Specialist shops have 25 per cent of the £470m, with the chains such as WH Smith holding the balance.

Clinton's policy is to choose prime sites in the High Street and quality shopping malls. "I like to be close to Marks and Spencer," said Mr Lewin.

The offer and placing will raise £2.6m for the company, to be used for expansion. Don Lewin's aim is to see a Clinton shop in every major town in the country.

AAH buys chemist chain

AAH Holdings, the industrial group, has strengthened its pharmaceutical distribution side by acquiring W. Jamieson, which has 28 retail chemists in South Yorkshire and North Derbyshire.

The maximum payment of £14m will be satisfied by the issue of up to 4.75m new AAH shares and up to £14m in cash.

The vendors have already received 4.25m shares and £1.25m - the balance depends on profits and assets disclosed in accounts being prepared.

It is expected that profits after the elimination of non-contributing expenses will be £1.6m and net assets £2.07m.

Mersey Docks surges 81% to £3.8m

Mersey Docks and Harbour Company reported pre-tax profit ahead by 81 per cent for 1987 on turnover up 5 per cent. Mr Bill Slatyer, chairman, said the improvement reflected the progress being made by the company.

Turnover was £53.94m (£51.38m) with taxable profits of £3.76m (£2.08m). Earnings per 10p share were 18.5p (10.4p). There was no tax charge.

decided that there should not be a discretionary capital repayment to shareholders. But the company advised that if the performance was maintained he might look more favourably on a repayment in respect of 1988.

MTM purchases chemicals group in US expansion

MTM, specialty chemicals manufacturer, has announced the acquisition of Traylor, a US fine chemicals company based in South Carolina, for \$7.36m (£3.9m) cash.

Included in the deal is the purchase of a 10-acre site of which only 10 acres is used up by Traylor's facilities.

MTM said a new plant has already been commissioned on the site to manufacture agro-chemicals intermediates for a leading US chemicals company under a major new long-term contract.

Hodgson slumped

All but 10.12 per cent of the £20m rights issue for funeral group Hodgson Holdings was left with the sub-underwriters.

Shareholders had been offered one ordinary share at 200p and seven convertible preference shares at 100p for every eight shares held.

Wm MORRISON SUPERMARKETS PLC SUMMARY OF RESULTS Year ended 30th January 1988 1987 Turnover £000's 482106 423313 Operating profit 25427 21510 Profit before taxation 25725 21212 Profit after taxation 16749 13353 Earnings per share 17.2p 14.4p Dividend per share 2.0p 1.6p I am pleased to report that turnover has increased by 13.9%. Operating profits have increased by 18.2%. Profits before taxation are up 21.3%. The company is currently involved in a major development programme which will ensure continued success. K. D. Morrison, Chairman

COMPANY NEWS IN BRIEF DERBY TRUST: Based on unaudited figures the trust's portfolio was valued at £44.8m at March 31 compared with £43.5m at end December. Assets attributable to capital shares amounted to £38.85m (£37.63m) or £3.18 (£2.98) per share. FIRST CHARLOTTE Assets Trust: Net asset value 14.01p (17.35p) and net revenue 561,000 (£67,000) for year to end March 1988. Dividend 0.06p (0.06p). ENGLISH NATIONAL Investment made net revenue £241,000 for year ended March 31 1988 (£292,000). Earnings per preferred ordinary 11.7p (10.4p) and final dividend 7.45p making 11.35p (10.45p); earnings per deferred ordinary 6.8p (5.8p) and final dividend 5p for 6.45p (5.65p) total Net asset value preferred 200.06p (287.5p) and deferred 205.06p (212.5p). FKB GROUP: The recent rights issue was taken up as to 7.31m ordinary shares (99 per cent). DAVYVILLE has acquired Country Farm Ice Cream, of South Wales, for a six figure sum. DEWEURST DENT (textiles, leather, gloves, footwear): Turnover £10.17m (£8.7m) and pre-tax profits 5833,023 (£584,318) for half year to January 19. Tax £221,538 (£168,250). Earnings 1.64p (1.56p). Company's ordinary and deferred shares not listed. DECLAN KELLY GROUP (unquoted householder) lifted pre-tax profit to £2.1m in 1987 (£1.6m) from turnover of £94.5m (£18.2m). Trends suggested that level of growth would continue in current year, directors said. GOLD & BASE Metal Mines (investment holding company): Pre-tax profits £72,500 (£58,900) for 1987. Dividend 0.4p. Earnings per 12 1/2p share 0.46p (0.46p). EX-LANDS (investment holding company): Pre-tax profits £202,900 (£156,000) for 1987. Dividend 0.5p (0.75p). Earnings per 10p share 3.44p (2.73p).

CLINTON CARDS PLC Placing and Offer for Sale by Samuel Montagu & Co. Limited of 3,333,333 ordinary shares of 10p each at 150p per share payable in full on application

HOW LOW CAN YOU GET? Contrary to popular belief, the best doesn't always mean the most expensive. For a weekly rental fee of little more than the cost of a passable Claret at your favourite wine bar, Rental Systems Limited can put the very latest Viewdata systems at your fingertips. With an established reputation as specialists in the finance of computers, and as part of CLF Holdings PLC, Rental Systems Limited can boast the very best in back-up and support services, including maintenance and insurance. For a full demonstration of Viewdata systems at our City offices, call Stephanie Ott on 01-247 5463 NOW - After all, time is money!

Wm MORRISON SUPERMARKETS PLC The Secretary, Wm Morrison Supermarkets PLC, Hillmoe House, Thornton Road, Bradford BD6 9AX.

U.S. \$75,000,000 SWEDBANK (Sparbankernas Bank) Subordinated Floating Rate Notes due 1997. U.S. \$400,000,000 National Westminster Finance B.V. (Incorporated in The Netherlands with limited liability) Guaranteed Floating Rate Capital Notes 2005.

RENTAL SYSTEMS LIMITED PART OF CLF HOLDINGS PLC The Quadrant, 4 Clifton Street, London EC2A 4BT. £15pw rental for the very best Viewdata Equipment

TECHNOLOGY

High-definition television

Japan tunes in while Europe talks

BY CARLA RAPOPORT in Tokyo

HIGH-DEFINITION television (HDTV) is a vast, unexploited commercial opportunity. While the debate over standards rages on in Europe, Japanese manufacturers are quietly pushing ahead with product development and the marketing of HDTV in a wide range of areas and markets.

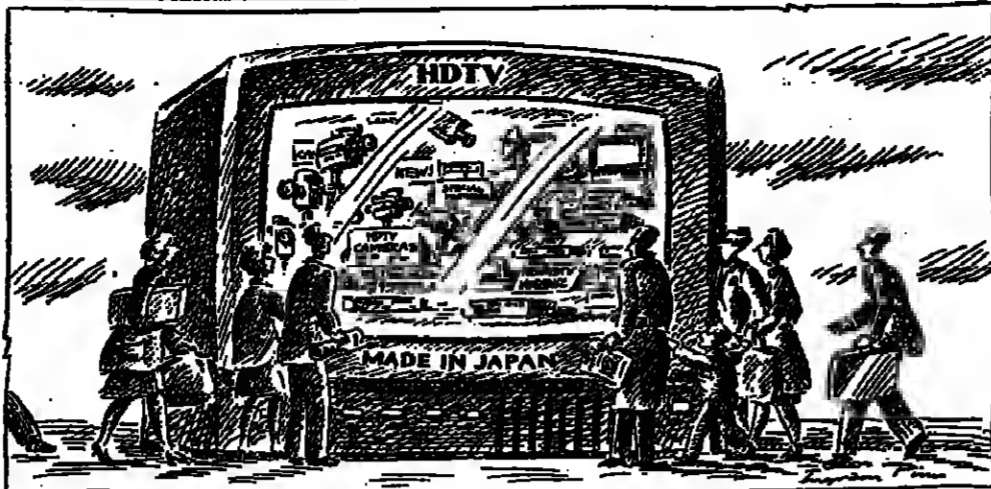
"In our view, HDTV is a sales potential unmatched by any other consumer electronics product to date," states a report by Nomura, Japan's leading stockbroker. "Its applications go far beyond broadcasting to printing, movie making, data transmission, medical equipment, surveillance systems and CAD/CAM (computer aided design/computer aided manufacturing) displays," says Nomura.

The HDTV receiver market alone, it reckons, will be worth ¥4,000bn (£17.3bn) within 12 years, with the video tape recorder (VTR) and video disc player market for HDTV worth another ¥2,400bn.

With years of experience of HDTV already under their belts, Japanese companies such as Sony, Toshiba, JVC and Hitachi are set to dominate this market. The current debate over standards with Europe is less absorbing to these companies than the future applications of the product.

Many privately believe that the standards problem will not be solved amicably because of the political nature of the debate. As a result, the Japanese say they will have to produce different TV sets for different markets, in the same way that they do with the current diverse-standards systems for conventional television.

They view this as regrettable, but believe it will not hamper the Japanese lead in HDTV development. For example, despite the debate on standards, the Japanese consumer will still be the first to enjoy HDTV. Thanks to the fact that long years of research have already been completed, Japanese companies, with the aid of government sponsorship, will be able to broadcast the first public HDTV programmes this autumn.



These will be experimental broadcasts of the Seoul Olympics shown at 200 HDTV monitors around Japan.

In 1990 and 1991, two broadcasting satellites will be launched for the transmission of HDTV broadcasts and the domestic market is expected to take off from there.

According to Sony, one of the leaders of HDTV equipment development, the first HDTV sets will cost £5 to 2 times the price of a conventional television set. Sony believes prices should start to decline by 1988 when HDTV set production is expected to rise.

Growth of HDTV, the companies believe, will depend on superior programming on the HDTV channels as much as the superiority of the product.

With this in mind, the Japanese are already working hard on promoting HDTV production equipment to the film and television industry. Sony says that 100 VTRs and nearly 50 HDTV cameras are currently in use in production studios, broadcasting companies and research laboratories in the US, Japan and Europe. Hiroshi Tamamura, Director of Engineering at Sony's Communication Products Group, believes

that eventually all movie-makers and television producers will switch to HDTV. In movie-making, for example, he says that HDTV equipment saves about 30 to 40 per cent of the cost of production by eliminating film development charges and costly retakes.

The HDTV system operates like video equipment, but offers 50mm picture quality because of the extra number of scanning lines. The Japanese system has 1,125 scanning lines, compared with the conventional 625 lines in Japanese television today. The HDTV system also has a broader width-to-height image ratio.

As a result, a film maker can instantly see the full-quality result of a day's shooting, without waiting for film development. Current video technology does not give the same high quality as HDTV. Further, it is cheaper and easier to achieve many special effects using HDTV because time-consuming film splicing is eliminated.

Nonetheless, Sony admits that Hollywood has been slow to respond to the lure of HDTV. "George Lucas and Spielberg have shown interest, but we haven't caught them yet. Movie-making is a very conservative business," says Tamamura. "We want to rent them the equipment. We are sending our people to Hollywood regularly. Eventually, within five or 10 years, things will change." Another application for HDTV cameras, he states, will be for still photography. This will be achieved using video disc technology. Each frame of a particular shot, for example, will be stored on the disc, capturing 30 frames per second. The equipment, which is noiseless, will provide the same quality as 35mm film.

The information on HDTV, as it is digital, could also be stored in a computer. Sony believes that the equipment could greatly enhance medical research, although its work in this area is only just beginning.

The future of HDTV will stretch beyond video, according to Sony. And, despite the standards debate, the companies are convinced the vanguard of HDTV development will remain in Japan.

Yesterday's Technology Page examined how Europe views the development of HDTV.

WORTH WATCHING

Edited by Geoffrey Charlish

Logica leads way for UK radiation monitor

DETAILS of the first stage of Rimnet, Britain's national radiation monitoring network, have been announced. Logica, the London-based computer systems and software house, is leading a UK consortium of companies in a contract awarded by the Department of the Environment.

Taylor Woodrow and Eberline Instrument Company, under contract to Logica, will build 46 monitoring stations at Meteorological Office sites throughout the UK.

Rimnet, to become operational in the summer, will form part of the National Response Plan announced by the Prime Minister last year, following the Chernobyl accident in April 1986.

Hourly readings will be transmitted to a central database employing Digital Equipment computers and Oracle database technology.

Logica is writing software that will interrogate and interpret the radiation data. Comparison with normal radiation levels will activate alarms if necessary.

Why GM's expertise is not the retiring kind

RESEARCH ENGINEERS at the General Motors Technical Centre in the US have captured for posterity the expertise of one Charles Amble.

Amble knew a great deal about curing production machinery faults at GM's Saginaw plant. So the maintenance engineer, who retired recently, was interviewed extensively by the research team and his know-how has been encapsulated in an "expert" computer system. Expert systems give computers the ability to make human-like judgments.

Called Charley, the system makes use of vibration data captured from the production machines. Although these "vibration signatures" are easy enough to obtain, it is much more difficult to say what they mean.

Amble could do this, and his knowledge has been safely stored away. As a result, Charley has 1,000 vibration analysis rules built in. It can compare the measured signals with its memory of the normal

traces, and either give the machine a clean bill of health, or say what action needs to be taken.

Charley can indicate precisely those parts that need attention and can diagnose unbalance, misalignment, mechanical looseness, structural weakness, bearing wear and many other problems.

The system is being phased in to GM plants and the company is studying plans to market the technology generally.

Trucks travel road to journey efficiency

A CLEAR hint of the direction that commercial vehicle/driver journey recording is taking is afforded by UK announcements from Veeder Root of Danvers and Stemo Truck Products of Newbury.

Veeder-Root, part of Danaher Corporation in the US, specialises in tachographs. These cab-mounted instruments, mandatory in the European Community for vehicles over 3.5 tonnes, record a driver's time behind the wheel and other data on a circular chart.

Apart from changing to the chart-mounting standards of competing companies, Kienzle and Jaeger, and making some ergonomic and manufacturing improvements, Veeder-Root's new model 8300 also enables more operational information to be obtained and manipulated.

In particular, the company is providing an electronic data output which allows the information to be accumulated in a semiconductor storage module.

Back at the depot, the module's contents can be downloaded into a computer. This means detours taken by drivers can be seen very quickly on screen. The alternative has been to sort through all the charts manually.

In the US, tachographs are almost unknown. But there is a federal requirement for drivers to log their hours and US companies like Stemo (part of Colt Industries) have developed purely electronic recording systems rather similar to Veeder-Root's add-on module.

In Stemo's computerised trip recorder (CTC), the driver has an (optional) in-cab display. There are no charts. The company also offers a handheld unit that allows the driver to enter other data,

such as pick-up and delivery details.

The systems of both companies can record information like speeding, over-revving, footbrake and clutch use, oil and coolant details and tail-lift operation.

The long-term future of the tachograph in the face of electronic developments is doubtful, according to Stemo's European product development manager, Jim Kerrigan. He says Stemo will exploit the whole commercial fleet market, including the "tachograph" segment above 3.5 tonnes. The CTC is being evaluated in the UK by several commercial fleet operators.

Service suppliers will gain data initiative

THE data communications market will see a pronounced shift in demand from products to services in the years to 1992, says a report compiled by Butler Cox, the UK-based management consultants.

During the period, the European market for services will treble to \$55.5bn, whereas that for hardware and software will only double, to \$12.5bn.

A primary reason, according to Butler Cox, is that user organisations cannot get the skilled staff they need to implement their own networks, so they are turning to suppliers and more to service providers.

In addition, says the study, investments in data communications are becoming a strategic matter, with decisions made at board level, rather than by a company's computer department.

Such policies are causing suppliers to shift from selling hardware and software to selling complete business solutions, which they must support throughout the system's useful life.

"The Battle for the European Data Communications Market" is in six parts. The 400-page main report provides a country-by-country analysis. The five other studies look at the implications for users, and for the suppliers of telecommunications equipment, data equipment, computing systems and national telecoms services.

CONTACTS: Logica: London, 071 9111, GM Technical Centre: US, (313) 986 5715, Veeder Root: UK, 0263 84161, Stemo Truck Products: UK, 0263 5266, Butler Cox: London, 01 921 951.

Cambridge hopes US deal will carry the day for Z88

BY PAUL ABRAHAM

CAMBRIDGE Computer, founded by Sir Clive Sinclair, the British entrepreneur, has signed a distribution deal with Portland-based Diversified Foods to market Cambridge's high-powered, low-cost Z88 portable computer in the US.

Ronald Giguere, chairman of Diversified Foods, believes that the Z88 will create a new market rather than compete with other laptop computers. The Z88 will retail for \$549 and Giguere expects that, with a Cambridge-developed three megabyte cassette (an characters of data storage), the machine will prove particularly attractive to students.

After a number of false starts, the portable computer market in both Europe and the US is expanding rapidly.

Sir Clive claims the Z88, which is "much smaller and lighter than any previous machine, outsold all other computers in the UK light portable or laptop market during the last quarter of 1987.

Indeed, he believes that volume sales of the Z88, when compared with market estimates provided by Romtec, the computer analysts, were greater than those of all other portable machines put together. Romtec estimates that in February this year the Z88

won 20 per cent of the UK market.

However, Sir Clive admits Cambridge needs to find markets abroad in order to establish the kinds of turnover volumes necessary to support Z88's low cost. Even with relatively low unit sales, more expensive portables from Toshiba of Japan and Compaq of the US dominate the UK market in terms of value.

The necessity of selling abroad is increased by the present small size of Britain's portable computer market - last year, only 18,000 were sold, though analysts believe the Z88 and Amstrad PPC

are transforming the sales outlook.

Sir Clive is also hoping to expand in Europe. In the next two months he is launching Italian and French versions of the Z88.

The machine will be launched in the US in May, once Diversified Foods has established 10 regional distribution centres. Giguere expects to sell 100,000 Z88s in 1988 and between 200,000 and 300,000 in 1989.

He believes that the main attractions of the machine are its size, lightness and price. The Z88 can be placed easily into a briefcase. It weighs under two

pounds, is less than two centimetres thick and has the dimensions of an A4 pad.

The machine has only four chips: a processor, a read only memory chip, which handles the programs, a random access memory chip, allowing access to data, and a fourth chip, designed by Cambridge Computer. This last microprocessor handles all the rest of the Z88's functions and is the key to the machine's compactness.

The Z88 is made in Scotland by SCI, which also produces hardware for a large number of other companies including IBM.

All of these Securities have been sold. This announcement appears as a matter of record only.



Svenska Handelsbanken

(Incorporated in the Kingdom of Sweden with limited liability)

¥5,000,000,000 7 per cent. Bull Notes Due 1993
and
¥5,000,000,000 7 per cent. Bear Notes Due 1993

Issue Price 102 per cent.

Sumitomo Trust International Limited

Svenska Handelsbanken PLC Yamaichi International (Europe) Limited

March, 1988

All of these Securities have been sold. This announcement appears as a matter of record only.



Kansallis - Osake - Pankki

(Incorporated with limited liability in the Republic of Finland)

¥5,000,000,000 7 per cent. Bull Notes Due 1993
and
¥5,000,000,000 7 per cent. Bear Notes Due 1993

Issue Price 101% per cent.

Sumitomo Trust International Limited

Kansallis Banking Group Nomura International Limited

April, 1988

COMMODITIES AND AGRICULTURE

Australia plans wheat market deregulation

By Chris Sherwell in Sydney

THE Australian Government yesterday foreshadowed deregulation of the wheat market at home and abroad. Wheat is one of the country's most important export crops.

The Government's thoughts were spelled out by Mr John Kerin, Minister for Primary Industries and Energy, in an initial response to two reports on the grain industry.

He was speaking to the annual conference of the Grains Council of Australia, in Adelaide.

He said Australia needed a marketing system which was "aggressively competitive, minimises costs and captures all available price premiums and profitable opportunities."

Referring to the Wheat Marketing Board, the statutory body with sole responsibility for marketing wheat at home and abroad, he said it needed more commercial flexibility.

"The board remains subject to controls that can detract from its commercial performance," he said. Its structure should be changed and it should make more decisions.

As for the Government's underwriting system, which lay behind the controls constraining the board, the minister said the grains industry should consider financing its own scheme.

In exports, where he said the board's competence was not in question, its administration and marketing costs were spread across all growers, who had no choice about costs incurred on their behalf.

The lack of competitive pressures on the board either in acquiring wheat or in marketing makes it difficult to guarantee that costs are contained and are appropriate to a particular grower's circumstances," the minister said.

He said the board's monopoly should only be continued in markets where its own market power or efforts allowed it to reap a premium.

In domestic marketing, he said the board should be given greater flexibility to negotiate prices. Greater private-sector competition should be allowed.

"Competitive pressures would improve the transparency of handling system. Costs would be more closely borne by those that incur them," he said.

The board would remain the biggest single influence in the market but it would be a more commercial, flexible, efficient operation, he said.

The two reports to which he was responding came from the Industries Assistance Commission, which focused on wheat marketing, and a Royal Commission into Grain Storage, Handling and Transport.

Brussels sets apple import limits

By Tim Dickson in Brussels

A TRADE dispute seems certain to erupt over the European Community's decision yesterday to bar further apple imports from Chile this year and to set clear limits on amounts sent to Europe by South Africa, New Zealand, Argentina and Australia.

The so-called safeguard measures were prompted by a sharp rise in EC stocks and withdrawals, that is Community purchases, and by recent falls in the price of certain varieties, notably in France and Italy.

However, Southern Hemisphere producers say the latest EC decision is contrary to rules laid down by the General Agreement on Tariffs and Trade and contravenes the spirit of the standstill deal reached at Punta del Este in 1986.

Under the deal the world's main agricultural producers agreed to impose further protectionist measures.

They say the EC's farmers already enjoy adequate tariff protection and that there is a clear consumer demand for their products.

Concern in Brussels about the volume of imported apples has been growing since the early 1980s. Last year the European

Commission asked the relevant countries to provide estimates of their European sales for the March-July period.

At the same time the commission indicated the levels which it considered acceptable and started making noises about the necessity for some sort of voluntary restraint on the part of third countries.

With imports from Chile and South Africa, in particular, showing sharp rises last year, the EC was introduced in a February of import licences, initially for surveillance purposes only

enforced later, probably at the end of May.

Certain member states, notably Britain, have insisted that the wide ranging package of automatic price cuts and production thresholds should not be split but it appears that, subject to a Danish reservation (the result of the snap election in that country), all member states are now happy that an attempt will be made to water down the new measures for

imports of 158,000 tonnes last year and a forecast for this year of 200,000 tonnes.

South Africa will be allowed to import 166,000 tonnes (against a 198,000-tonne forecast), New Zealand 115,000 tonnes (135,000 tonnes), Australia 11,400 tonnes and Argentina 70,000 tonnes. A total 17,800 tonnes has been set aside for others.

Southern Hemisphere apples traditionally arrive in Europe between March and July. Under Gatt rules they attract an average duty of 6 per cent and must be sold at a minimum import price of 1.7 times the EC's basic price.

The basic price is a notional one set annually by Brussels, designed to provide EC farmers with an adequate return. The EC also sets an intervention price, a market-floor below which the EC is required to step in and buy, that is to withdraw, apples.

European apples are usually harvested in November and sold from storage for the rest of the year. Importers say consumers are prepared to pay the extra costs for fresh supplies of the fruit and complain that their economies will suffer from the curbs.

but intended as a basis for safeguard measures if these became necessary.

The commission, armed with forecasts for this year which are well beyond last year's actual figures, is now in effect applying that strategy by spelling out quota levels long up its sleeve.

Yesterday's announcement said suspension of licences for Chile introduced this month would continue until the end of this season.

Chile is being restricted to 142,131 tonnes, a limit already reached - which compares with

cost of bringing gas from mid-Norwegian offshore fields with relatively small export markets in Sweden and Finland will be too high.

The search for gas-buyers is crucial to the development of mid-Norwegian oilfields. The authorities have not been keen to allow gas-flaring just for the sake of bringing an oilfield on stream.

Further, Norway does not want to be seen buying gas when it is trying to negotiate its sale.

Norway faces tough competition from other potential suppliers vying for the same markets, namely the Soviet Union, Denmark and Algeria.

Ever since the UK Government slammed a last-minute veto on a supply deal agreed between British Gas and Statoil in 1986, uncertainty has surrounded British Gas's ability to include new imports in future plans.

A Statoil executive lamented recently that since the British industry has nationalised, the UK Government seems to have more control.

The UK's major source of gas supply, Norway's Frigg field, is declining much faster than had been expected. It will be almost exhausted by early 1990.

There is potential, however, for Norway to provide fresh supplies to the UK of 2bn cubic metres a year starting in 1993-1994, rising to 2.5bn cu m in 1997-1998 and to between 5bn and 9bn cu m by the turn of the century.

The UK Government will have to clear the way for Norwegian imports but it is not likely to

Nickel up on talk of supply halt

By David Blackwell

THE CASH nickel price on the London Metal Exchange soared in morning trading yesterday following rumours that Falcombridge, the Canadian producer, was about to declare force majeure on shipments of ferro-nickel to some US customers.

The cash settlement price - struck at the end of the official morning ring - was more than \$2,000 up on Tuesday's closing price at \$18,700 a tonne.

But prices eased in afternoon trading after Falcombridge denied the rumours - only to confirm them late yesterday evening in Toronto.

At the close of the unofficial afternoon ring the cash price was \$17,800 - a rise of \$976 on the day.

The force majeure follows the group's decision on Tuesday to suspend ferro-nickel output at its plant in the Dominican Republic, where it is in deadlock with the Government over negotiations over export duties.

Labour calls for public inquiry into Chernobyl response

By Bridget Bloom

A PUBLIC inquiry into the Government's handling of the emergency following the Chernobyl disaster has been called for by the British Labour party, which claims that "tens and possibly hundreds of thousands of people" will have eaten lamb with high levels of radioactivity in the seven weeks that it took for restrictions to be placed on the movement and sale of sheep in affected areas.

Dr David Clark, Shadow Minister for Agriculture and Rural Affairs, yesterday charged the Government with being ill-prepared to cope with the aftermath of Chernobyl. A public inquiry was necessary to try to ensure that the same mistakes were not made again in the event of another nuclear accident.

In a report published yesterday Dr Clark alleged that nearly 60,000 sheep and lambs were sold in Cumbria and Scotland in the early summer of 1986 before restrictions were imposed.

In addition, blue paint used to mark sheep following the imposition of restrictions often washed or rubbed off leaving farmers who had bought sheep from the affected areas unable to identify animals which should not have been sent to slaughter. Thus it seemed that "hundreds of thousands of people

could have eaten lamb with high levels of radioactivity," Dr Clark told a press conference in London.

The National Farmers Union is continuing to insist that farmers in Cumbria and North Wales who have been subject to Chernobyl restrictions must receive compensation from the Government.

It intends to put the farmers' case before the House of Commons Select Committee on Agriculture when it holds hearings on the Chernobyl affair in Cumbria and in North Wales next week.

The committee has indicated that its investigation includes "the way the Ministry of Agriculture has attempted to minimise the effects of the incident on the farming community in the sense of providing information and making arrangements for compensation."

Restrictions were imposed on 20 June 1986, covering almost 9,000 farms and 4m sheep. They are still in force on about 500 farms. About 15,300 have been paid to farmers in compensation, according to the NFU. 122 farmers have claims of around £500,000 which fall outside the scope of government schemes.

"Chernobyl: An Enquiry through Parliamentary Questions."

Norway struggles to realise its gas wealth

By Karen Fosli in Oslo

NORWAY'S VAST reserves of offshore natural gas are the envy of most nations. But the wealth they represent seems for the moment at least, more apparent than real because the country cannot find enough buyers.

The lack of markets for Norwegian gas has become a pressing problem because of the decline in the country's income from crude oil and its failure to develop other export industries.

Few big, pure oil finds are being made and of the 5bn tonnes of oil-equivalent discovered off Norway 3bn tonnes is gas.

Hope of big oil finds in the Barents Sea has not been justified by exploration results. In early April, Statoil, the state oil company, made the first discovery in the area. It turned out to be a smallish gusher.

Oil began coursing through Norway's coastlines when the first oil was pumped to an export terminal in 1975, from the prolific Ekofisk field.

Oil revenue's importance has risen since the start-up of the Statoil field as well, as a host of smaller accumulations.

By last year's output had climbed to 77.7m tonnes of oil-equivalent, from 30m tonnes in 1977.

Export earnings from oil activities peaked in 1985 when they reached Nkr56bn (€7.6bn) and generated tax and royalty income of about Nkr47bn, or 20 per cent of total state revenue.

In 1986, however, low oil prices cut export earnings sharply, to Nkr56bn. Tax and royalty income fell below Nkr18bn. This year oil sales revenue is expected to reach only about Nkr20bn and

Hydro-power accounts for 10 per cent of Norway's total energy output, covering the basic of supply for the energy-intensive industrial sector.

Until a consensus is reached on domestic energy policy the potential to offload some of the vast quantities of gas at home remains frustrated.

Plans to develop Hølvik oil and gas province also remain on hold until policy regarding gas-fired power-generation is settled and until new gas export contracts can be won.

Although there are no big markets for Norway's gas there is potential for supply to several small ones, including Sweden, Finland and Britain.

Without a domestic requirement, however, it is feared the



has become an increasingly environmental issue while gas-fired power-generation has become a competitive supply alternative.

Hydro-power accounts for 10 per cent of Norway's total energy output, covering the basic of supply for the energy-intensive industrial sector.

Until a consensus is reached on domestic energy policy the potential to offload some of the vast quantities of gas at home remains frustrated.

Plans to develop Hølvik oil and gas province also remain on hold until policy regarding gas-fired power-generation is settled and until new gas export contracts can be won.

Although there are no big markets for Norway's gas there is potential for supply to several small ones, including Sweden, Finland and Britain.

Without a domestic requirement, however, it is feared the

cost of bringing gas from mid-Norwegian offshore fields with relatively small export markets in Sweden and Finland will be too high.

The search for gas-buyers is crucial to the development of mid-Norwegian oilfields. The authorities have not been keen to allow gas-flaring just for the sake of bringing an oilfield on stream.

Further, Norway does not want to be seen buying gas when it is trying to negotiate its sale.

Norway faces tough competition from other potential suppliers vying for the same markets, namely the Soviet Union, Denmark and Algeria.

Ever since the UK Government slammed a last-minute veto on a supply deal agreed between British Gas and Statoil in 1986, uncertainty has surrounded British Gas's ability to include new imports in future plans.

A Statoil executive lamented recently that since the British industry has nationalised, the UK Government seems to have more control.

The UK's major source of gas supply, Norway's Frigg field, is declining much faster than had been expected. It will be almost exhausted by early 1990.

There is potential, however, for Norway to provide fresh supplies to the UK of 2bn cubic metres a year starting in 1993-1994, rising to 2.5bn cu m in 1997-1998 and to between 5bn and 9bn cu m by the turn of the century.

The UK Government will have to clear the way for Norwegian imports but it is not likely to

EC Commissioners reject plan to cut sheep aid

By Tim Dickson

THE LONG shadow of the French Presidential election campaign extended to Brussels yesterday when Mr Frans Andriessen, the European Commissioner for Agriculture, rejected a plan to cut sheep aid.

The proposal was designed to limit the spiralling budgetary costs of the sector - now estimated at Ecu 1.1bn (€725m) in 1988, compared with Ecu 550m last year - and to apply some of the principles of budgetary discipline to a subsidy agreed at the February Summit of EC Heads of Government.

Mr Andriessen's aim was to alter the method of calculating the ewe premium, the key subsidy paid to sheep farmers which bridges the gap between the EC's "basic" (or target) price and the market price. This is arrived at by working out the necessary income "topping up" which is then applying a co-efficient based on the amount of lamb produced by each ewe.

The problem arose last month when a working paper from the Commission illustrated how a technical adjustment in the co-

efficient for Spain from 10kgs per ewe to 13 kg per ewe would give rise to Ecu 30m of extra expenditure, thus taking total anticipated expenditure for the sector well over the Ecu 1.2bn which has been earmarked in the 1988 budget.

Mr Andriessen's response was to suggest a 500 gram cut for all member states which, according to Britain's National Farmers' Union, would mean a reduction of around 4m for UK producers.

Vocal opposition to the idea has been expressed by Mr Francois Guillaume, the French Farm Minister, most recently at the 1987's Agriculture Council in Luxembourg - and according to Commission officials his campaign was openly supported by Mr Jacques Delors, the Commission president, and the other French Commissioner Mr Claude Cheysson. Mr Andriessen could only muster 5 of the 9 votes necessary to gain a majority in yesterday's weekly meeting of the 17 Commissioners.

Ne one in Brussels will be surprised if the measure is re-presented to and adopted by the Commission when the battle for the Elysee Palace is over.

LONDON MARKETS

COPPER PRICES continued their decline on the LME yesterday. The cash price for Grad A metal closed at £1,157.75 a tonne, a fall of \$41.50. This took the fall so far this week to \$24.50 following last week's decline of \$32 a tonne. Traders said general liquidation yesterday triggered stop loss orders once the price breached the equivalent of \$2,100 a tonne. Analysts said the market appeared to be in oversupply in spite of falling stocks both on the LME and COMEX. However, a deficit bear trend would not be confirmed until the premium for cash metal - \$20.25 a tonne last night - narrowed significantly, they said. Zinc prices were higher, with the market maintaining a firm under tone as traders waited for more producers to follow Cominco and EZ Australia in raising producer prices outside North America to \$1,300 a tonne. Meanwhile the Blitzer dry freight futures market was steady after its recent losses.

COCOA Closes: May 815 820 800 812, Jun 815 820 800 812, Sep 815 820 800 812, Dec 815 820 800 812, Mar 815 820 800 812, May 815 820 800 812. Turnover: 5285 (4753) lots of 10 tons. ICO indicator prices (50 lbs per cwt): Daily price for April 21: 1178.72 (1178.15).

LONDON METAL EXCHANGE (Prices supplied by Amalgamated Metal Trading): Copper, 3 months 2145-60, 2140-60, 2140-60, 2140-60, 2140-60. Aluminum, 3 months 1210-20, 1210-20, 1210-20, 1210-20, 1210-20. Lead, 3 months 229-00, 229-00, 229-00, 229-00, 229-00. Tin, 3 months 1770-00, 1770-00, 1770-00, 1770-00, 1770-00.

POTATOES Closes: May 80.00 80.00 80.00 80.00, Jun 80.00 80.00 80.00 80.00, Sep 80.00 80.00 80.00 80.00, Dec 80.00 80.00 80.00 80.00, Mar 80.00 80.00 80.00 80.00, May 80.00 80.00 80.00 80.00. Turnover: 258 (205) lots of 100 tonnes.

US MARKETS: THE PRECIOUS METALS markets rallied on release of the US consumer price index figure, but periods of trade selling put the markets under pressure for the remainder of the day. Silver prices were strong as the gap between cash and futures narrowed in response to good fundamentals. Live hogs featured late short-covering in a market influenced by weaker cash prices. Pork bellies came back after being sharply lower, as short-covering emerged.

NEW YORK: GOLD 100 Troy oz: \$370.00, \$370.00, \$370.00, \$370.00, \$370.00. SILVER 100 Troy oz: \$10.00, \$10.00, \$10.00, \$10.00, \$10.00. PLATINUM 50 Troy oz: \$700.00, \$700.00, \$700.00, \$700.00, \$700.00.

CHICAGO: SOYBEANS 5,000 bu: \$2.15, \$2.15, \$2.15, \$2.15, \$2.15. CORN 5,000 bu: \$1.80, \$1.80, \$1.80, \$1.80, \$1.80. WHEAT 5,000 bu: \$2.50, \$2.50, \$2.50, \$2.50, \$2.50.

WORLD

Wool: Very sharp price rises for Australian wool at the first sales since Easter were followed by further sharp rises this week. The Australian Wool Corporation's market indicator put on the board two days. The AWG auction stands at 1228 cents. With AWG stocks negligible and supplies of better style wool reaching a seasonally low level, the prospect of further price rises, and of course the risk of price falls, dominates the market attitudes. Buying interest on the Bradford market did improve modestly, at which time seems to be very low prices. The AWG auction stands at 1228 cents. With AWG stocks negligible and supplies of better style wool reaching a seasonally low level, the prospect of further price rises, and of course the risk of price falls, dominates the market attitudes. Buying interest on the Bradford market did improve modestly, at which time seems to be very low prices. The AWG auction stands at 1228 cents.

GRAIN Closes: May 102.10 102.70 102.45 102.00, Jun 102.10 102.70 102.45 102.00, Sep 102.10 102.70 102.45 102.00, Dec 102.10 102.70 102.45 102.00, Mar 102.10 102.70 102.45 102.00, May 102.10 102.70 102.45 102.00. Turnover: Wheat 318 (172), Barley 28 (28) lots of 100 tonnes.

LONDON METAL EXCHANGE TRADED OPTIONS: Aluminum (60.2%), 2000 217 215 0 80, 2150 183 142 18 137, 2200 8 84 68 227. Copper (Grade A), 2000 217 215 0 80, 2150 183 142 18 137, 2200 8 84 68 227.

NEW YORK: GOLD 100 Troy oz: \$370.00, \$370.00, \$370.00, \$370.00, \$370.00. SILVER 100 Troy oz: \$10.00, \$10.00, \$10.00, \$10.00, \$10.00. PLATINUM 50 Troy oz: \$700.00, \$700.00, \$700.00, \$700.00, \$700.00.

CHICAGO: SOYBEANS 5,000 bu: \$2.15, \$2.15, \$2.15, \$2.15, \$2.15. CORN 5,000 bu: \$1.80, \$1.80, \$1.80, \$1.80, \$1.80. WHEAT 5,000 bu: \$2.50, \$2.50, \$2.50, \$2.50, \$2.50.

WORLD: Wheat 318 (172), Barley 28 (28) lots of 100 tonnes. Turnover: Wheat 318 (172), Barley 28 (28) lots of 100 tonnes.

WORLD: Wheat 318 (172), Barley 28 (28) lots of 100 tonnes. Turnover: Wheat 318 (172), Barley 28 (28) lots of 100 tonnes.

delivered

CURRENCIES, MONEY AND CAPITAL MARKETS

FOREIGN EXCHANGES

Dollar and pound unmoved

THE DOLLAR and sterling were virtually unchanged in very subdued foreign exchange trading. The two main events likely to influence either currency were publication of the US consumer price index and the UK public sector borrowing requirement.

Sterling threatened to move above DM1.15 from time to time, but without much conviction, and closed unchanged at DM1.1475. The pound was also unchanged at \$1.2885 at the London close. There was a similar lack of change against the Swiss franc at SF12.6050, and the French franc at FF166.8750, while the mark edged slightly to Y234.75 from Y235.00, against a generally stronger yen.

According to the Bank of England, the pound's exchange rate index closed unchanged at 78.6. The March PSBR for the UK was higher than some estimates, at £2.0bn and the total surplus for the last financial year of £2.6bn was perhaps a little disappointing, but above the Chancellor's Budget forecast of £2.1bn.

The D-MARK - Trading range against the dollar in 1987/88 is 2.2005 to 2.2400. Exchange rate 2.2305 to 2.2400. March average 2.2360. Exchange rate index 149.9 against 147.9 six months ago.

Attention turned towards the US consumer price index, to be published later in the day, amid fears about growing inflationary pressure. The dollar closed at Y123.90, compared with Y124.85 on Tuesday.

On Bank of England figures, the dollar's exchange rate index fell to 92.1 from 92.2.

EMU EUROPEAN CURRENCY UNIT RATES

Table with columns for Country, Unit, and Rate. Includes entries for France, Germany, Italy, Spain, Greece, Portugal, Ireland, and the UK.

POUND SPOT - FORWARD AGAINST THE POUND

Table showing spot and forward rates for the pound against various currencies like US Dollar, Swiss Franc, etc.

DOLLAR SPOT - FORWARD AGAINST THE DOLLAR

Table showing spot and forward rates for the dollar against various currencies like British Pound, Swiss Franc, etc.

EURO-CURRENCY INTEREST RATES

Table showing interest rates for various currencies and maturities, including 3-month, 6-month, and 12-month rates.

EXCHANGE CROSS RATES

Table showing cross rates between major currencies like US Dollar, British Pound, Swiss Franc, etc.

STERLING INDEX

Table showing the sterling index against various currencies and its performance over time.

CURRENCY RATES

Table showing current exchange rates for various currencies like Canadian Dollar, Australian Dollar, etc.

CURRENCY MOVEMENTS

Table showing percentage changes in currency values for various countries.

OTHER CURRENCIES

Table showing exchange rates for other major currencies like Japanese Yen, West German Mark, etc.

MONEY MARKETS

Firmer tone. There was a slightly firmer tone to interest rates on the London money market, as the pound held steady against the dollar, and again failed to break through the DM1.15 level.

FT LONDON INTERBANK FIXING

Table showing interbank fixing rates for various currencies and maturities.

LONDON MONEY RATES

Table showing money market rates for various currencies and maturities.

FT LONDON INTERBANK FIXING

Table showing interbank fixing rates for various currencies and maturities.

LONDON MONEY RATES

Table showing money market rates for various currencies and maturities.

FINANCIAL FUTURES

Long gilts look vulnerable. VOLUME OF trading in short sterling futures remained strong on Friday, and trading in long gilt futures picked up a little.

FINANCIAL FUTURES

Long gilts look vulnerable. At one time June long gilts fell below a technical support level of 122.06, to a low of 122.06. The contract closed at 122.06, compared with 122.19 on Tuesday.

MONEY MARKETS

Firmer tone. There was a slightly firmer tone to interest rates on the London money market, as the pound held steady against the dollar, and again failed to break through the DM1.15 level.

FT LONDON INTERBANK FIXING

Table showing interbank fixing rates for various currencies and maturities.

LONDON MONEY RATES

Table showing money market rates for various currencies and maturities.

FINANCIAL FUTURES

Long gilts look vulnerable. VOLUME OF trading in short sterling futures remained strong on Friday, and trading in long gilt futures picked up a little.

FINANCIAL FUTURES

Long gilts look vulnerable. At one time June long gilts fell below a technical support level of 122.06, to a low of 122.06. The contract closed at 122.06, compared with 122.19 on Tuesday.

THE CORPORATE INVESTOR'S PHONE CHECK LIST. When investing your company funds, you shouldn't accept the first rate you're quoted. In spite of the urgency to firm up a deal, may we suggest you consider using Forward Trust Treasury Services.

Company Notices

NOTICE OF RATE OF INTEREST CREDIT FONCIER DE FRANCE. GUARANTEED FLOATING RATE NOTES DUE 1988. In accordance with the provision of the interest determination agency agreement between Credit Foncier de France and National Bank of Abu Dhabi, Paris branch, dated as of 18th September 1981, notice is hereby given that the rate of interest has been fixed at 7.4375 per cent annum, and that the coupon amount payable on 18.10.1988 against coupon No 14 will be USD 189.04 and such amount has been computed on the actual number of days elapsed (183) divided by 360.

Personal Art Galleries

THE NEW GEORGIAN. RELAX IN THE BUSINESSMAN'S CABARET CLUB. OPEN 5PM-11PM MON-FRI. PHONE: 01-629 2042

I.G. INDEX LTD. 9-11 GROSVENOR GARDENS, LONDON SW1W 0BD

Apr. 14/91/421-3 | Apr. 17/41/786-4 | WALL STREET Jun. 14/12/1424 n/c | Jun. 17/8/1890 n/c | May 1981/1994-2 Jun 1982/1996-3

Nikko: Leader in Investment Technology. JAPAN INDEX FUND. Harnessing the Momentum of the Tokyo Stock Exchange. The Japan Index Fund from Nikko Securities. Established with the objective of closely tracking the Tokyo Stock Price Index (TOPIX).

provided with long, and therefore unattractive bill repurchase agreements. Dealers will watch closely today's announcement on UK money supply and bank lending in March. The slightly disappointing PSBR figure, published yesterday, had no impact.

EUROPEAN OPTIONS EXCHANGE

Table with columns for Series, May 88, Jun 88, Jul 88, Aug 88, Sep 88, Oct 88, Nov 88, Dec 88, and Stock. Lists various options series and their corresponding stock prices.

BASE LENDING RATES

Table listing base lending rates for various banks and currencies, including columns for bank names and interest rates.

West German Banking, Finance & Investment. The Financial Times proposes to publish this survey on: 12th July. For a full editorial synopsis and advertisement details, please contact: Darren Dudd on 01-246 8080 ext 3472.

FT CROSSWORD No.6,611 SET BY GRIFFIN

Crossword puzzle grid with numbers 1 through 28 indicating starting positions for clues.

ACROSS: 1 Bird nipped right in (7). 2 Terrible secret about piano haunts one (7). 3 Having removed a tax deposit, refuse (5). 4 House surgeons do this work together (5). 5 Borrowing settled by bank cheque (5). 6 Cake with age on to be ordered (5). 7 Returns when doctor wants a dance (5). 8 Cross it in the barrel I designed (5). 9 A corresponding acquaintance (5-6). 10 Whip man in for brand (5). 11 Top man admitted being shoddy (5). 12 It doesn't make a cycle any cheaper (9). 13 Breatheers people take under water (5). 14 Language student ain't improving (5). 15 After quarter to ten sat unprotected (7). 16 Wanted to be a schoolmaster, indeed? (7). 17 One's turn to order mum into the open (5). 18 Coming from N. Greece, it is vigorous (5). 19 Skill when reversing in coach (5). 20 Leave poor Lawrence on his (7). 21 Half of the police in Castro's new ideal (5). 22 Adjusted pipe around deck (5). 23 De getting free tea cooked by a vicarman (5). 24 Sort of holiday which comes through the post? (7). 25 Having claws only within the limits of Thailand (7). 26 Furnish middlemen with a clever saying (5). 27 Up by the other end is penalised (5). 28 Saying the Spanish admitted climbing here (5). Solution to Puzzle No.6,610.

DOWN: 1 Objection to weight - see first page (7). 2 Jazz means trouble for shopkeeper (9). 3 Record carrier found in the vestry (5). 4 Fruit drink of the gods, 75% wine (8). 5 OYSTER PROMOTES P L X I A R H P R E S C O I N A T I V E R E I P D H C L O P P O S I T E N I C K L E R O F P L A C E S M A N E P L A C E M O N E Y I T I G O S S E T T L E M E N T E V E R A T I T U A L I M P A I R E D A H N S V Z M C H O P C H O P C A S I N O N U D A N A N I G H T I C A P C R E D I T

FT UNIT TRUST INFORMATION SERVICE

AUTHORISED UNIT TRUSTS. Large table listing various unit trusts, their managers, and performance data. Includes columns for trust names, managers, and various financial metrics.

Handwritten signature or mark at the bottom center of the page.

FT UNIT TRUST INFORMATION SERVICE

LONDON SHARE SERVICE

Table of FT Unit Trust Information Service, listing various unit trusts with columns for Name, Investment Objective, and other details.

Table of London Share Service, including sections for British Funds, Foreign Bonds & Rails, and Americans, with columns for Name, Price, and Yield.

Table of Money Market Trust Funds and Money Market Bank Accounts, listing various financial products and their details.

LONDON SHARE SERVICE

AMERICANS—Contd

Table listing American companies such as Amstar, Amstar Corp, Amstar Fibre, etc., with columns for stock price and other financial data.

BUILDING, TIMBER, ROADS—Contd

Table listing companies in the building, timber, and roads sectors, including Amstar, Amstar Corp, Amstar Fibre, etc.

DRAPERY AND STORES—Contd

Table listing companies in the drapery and stores sector, including Amstar, Amstar Corp, Amstar Fibre, etc.

ENGINEERING—Contd

Table listing companies in the engineering sector, including Amstar, Amstar Corp, Amstar Fibre, etc.

INDUSTRIALS (Misc.)—Contd

Table listing various industrial companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

INDUSTRIALS (Misc.)—Contd

Table listing various industrial companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

CANADIANS

Table listing Canadian companies such as Alcan, Alcan Ltd, Alcan Alumina, etc.

BANKS, HP & LEASING

Table listing banks and hire purchase/leasing companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

ELECTRICALS

Table listing electrical companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

FOOD, GROCERIES, ETC

Table listing food and grocery companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

HOTELS AND CATERERS

Table listing hotels and caterers, including Amstar, Amstar Corp, Amstar Fibre, etc.

INSURANCES

Table listing insurance companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

BANKS, HP & LEASING

Table listing banks and hire purchase/leasing companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

CHEMICALS, PLASTICS

Table listing chemical and plastic companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

DRAPERY AND STORES

Table listing drapery and stores companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

INDUSTRIALS (Misc.)

Table listing various industrial companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

INDUSTRIALS (Misc.)

Table listing various industrial companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

INDUSTRIALS (Misc.)

Table listing various industrial companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

BEERS, WINES & SPIRITS

Table listing beer, wine, and spirit companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

DRAPERY AND STORES

Table listing drapery and stores companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

ENGINEERING

Table listing engineering companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

INDUSTRIALS (Misc.)

Table listing various industrial companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

INDUSTRIALS (Misc.)

Table listing various industrial companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

INDUSTRIALS (Misc.)

Table listing various industrial companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

BUILDING, TIMBER, ROADS

Table listing building, timber, and roads companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

DRAPERY AND STORES

Table listing drapery and stores companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

ENGINEERING

Table listing engineering companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

INDUSTRIALS (Misc.)

Table listing various industrial companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

INDUSTRIALS (Misc.)

Table listing various industrial companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

INDUSTRIALS (Misc.)

Table listing various industrial companies, including Amstar, Amstar Corp, Amstar Fibre, etc.

Handwritten text at the bottom of the page, possibly a signature or note.

LONDON SHARE SERVICE

بازار سهام لندن

INSURANCES - Contd. Table listing insurance companies and their share prices.

PAPER, PRINTING, ADVERTISING - Contd. Table listing companies in the paper and printing industry.

TEXTILES - Contd. Table listing textile companies and their share prices.

TRUSTS, FINANCE, LAND - Contd. Table listing trusts, finance, and land companies.

OIL AND GAS - Contd. Table listing oil and gas companies.

MINES - Contd. Table listing mining companies.

LEISURE Table listing leisure and entertainment companies.

PROPERTY Table listing property and real estate companies.

TOBACCO Table listing tobacco companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

OVERSEAS TRADERS Table listing overseas trading companies.

THIRD MARKET Table listing third market trading data.

MOTORS, AIRCRAFT TRADES Table listing motor and aircraft trade companies.

PROPERTY Table listing property and real estate companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

PLANTATIONS Table listing plantation companies.

THIRD MARKET Table listing third market trading data.

MOTORS, AIRCRAFT TRADES Table listing motor and aircraft trade companies.

PROPERTY Table listing property and real estate companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

PLANTATIONS Table listing plantation companies.

THIRD MARKET Table listing third market trading data.

MOTORS, AIRCRAFT TRADES Table listing motor and aircraft trade companies.

PROPERTY Table listing property and real estate companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

PLANTATIONS Table listing plantation companies.

THIRD MARKET Table listing third market trading data.

MOTORS, AIRCRAFT TRADES Table listing motor and aircraft trade companies.

PROPERTY Table listing property and real estate companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

PLANTATIONS Table listing plantation companies.

THIRD MARKET Table listing third market trading data.

MOTORS, AIRCRAFT TRADES Table listing motor and aircraft trade companies.

PROPERTY Table listing property and real estate companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

PLANTATIONS Table listing plantation companies.

THIRD MARKET Table listing third market trading data.

MOTORS, AIRCRAFT TRADES Table listing motor and aircraft trade companies.

PROPERTY Table listing property and real estate companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

PLANTATIONS Table listing plantation companies.

THIRD MARKET Table listing third market trading data.

MOTORS, AIRCRAFT TRADES Table listing motor and aircraft trade companies.

PROPERTY Table listing property and real estate companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

PLANTATIONS Table listing plantation companies.

THIRD MARKET Table listing third market trading data.

MOTORS, AIRCRAFT TRADES Table listing motor and aircraft trade companies.

PROPERTY Table listing property and real estate companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

PLANTATIONS Table listing plantation companies.

THIRD MARKET Table listing third market trading data.

MOTORS, AIRCRAFT TRADES Table listing motor and aircraft trade companies.

PROPERTY Table listing property and real estate companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

PLANTATIONS Table listing plantation companies.

THIRD MARKET Table listing third market trading data.

MOTORS, AIRCRAFT TRADES Table listing motor and aircraft trade companies.

PROPERTY Table listing property and real estate companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

PLANTATIONS Table listing plantation companies.

THIRD MARKET Table listing third market trading data.

MOTORS, AIRCRAFT TRADES Table listing motor and aircraft trade companies.

PROPERTY Table listing property and real estate companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

PLANTATIONS Table listing plantation companies.

THIRD MARKET Table listing third market trading data.

MOTORS, AIRCRAFT TRADES Table listing motor and aircraft trade companies.

PROPERTY Table listing property and real estate companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

PLANTATIONS Table listing plantation companies.

THIRD MARKET Table listing third market trading data.

MOTORS, AIRCRAFT TRADES Table listing motor and aircraft trade companies.

PROPERTY Table listing property and real estate companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND Table listing trusts, finance, and land companies.

PLANTATIONS Table listing plantation companies.

THIRD MARKET Table listing third market trading data.

Stock Exchange listing classifications are indicated to the right of security names... Includes notes on dividends, interest, and other financial details.

REGIONAL & IRISH STOCKS Table listing regional and Irish stocks with prices and changes.

TRADITIONAL OPTIONS Table listing traditional options with prices and changes.

A selection of British traded is given on the... This service is available to any Company client...

LONDON STOCK EXCHANGE

Equities fail to hold above FT-SE 1800 while Gilts ease ahead of bank lending data

Account Dealing Dates table with columns for Year, Month, Day, and Account.

THE UK stock market failed once again to hold above the psychologically significant FT-SE 1800 mark in early trading yesterday...

...just resigned to it", commented one trader. Also unsettling some traders is the new stress by the authorities on the M4 statistics in today's money supply figures...

FINANCIAL TIMES STOCK INDICES table showing various indices like Government Secs, Financial Interest, Gold Mines, etc., with columns for Apr 20, Apr 19, Apr 18, Apr 15, Apr 14, and 1988 High/Low.

S.E. ACTIVITY table showing indices for Apr 19 and Apr 18, including S.E. Index, S.E. Index, S.E. Index, etc.

LONDON REPORT AND LATEST SHARE INDEX: TEL. 0898 123001

With the exception of the life assurance sector, which was salvaged by rumours of impending developments at Sun Life, equities had an unimpressive session...

Storehouse, the stores group encompassing BHS, Mothercare and Habitat, surged ahead late in the session to close a net 20 higher at 285p on turnover of 3.5m...

conclusion that "except on the most bearish of economic scenarios, the shares look attractive".

reflecting profit-taking in the wake of the annual results. Fairbair featured second-line issues, rising 17 to 385p in a restricted market.

ICI traded quietly and closed 5 cheaper at 376p, after 974p. Laporte Industrial revealed annual profits much in line with estimates and the shares settled 9 cheaper at 385p.

As Wall Street slipped lower in early days, UK equities drifted towards the close in listless trading. Oil stocks sagged as crude prices eased and, except for British Telecom, which attracted Japanese buying, the blue chip stocks lacked support.

Considering the general apathy of trade, business was good with volume amounting to 3.6m shares. Marketmakers still included a number of the current surfeit of rumours connected with Bond Corporation but the shares rose to 411p before closing 4 higher on the day at 409p.

Bank of Scotland managed a 3 gain at 515p after unveiling "well received" pre-tax profits up 18.8 per cent at £131.5m.

Life assurances were given a major boost by the Sun Life bid rumours. Analysts in the life sector were keenest on London and Manchester, up 9 at 270p, after 225p, and Pearl, 16 higher at 454p, the latter well supported by income funds ahead of going "ex-dividend" on Monday. Abbey rose 6 to 276p, and was also bought for the dividend.

ICI traded quietly and closed 5 cheaper at 376p, after 974p. Laporte Industrial revealed annual profits much in line with estimates and the shares settled 9 cheaper at 385p.

At the close, the FT-SE 100 index, which touched 1800.1 for a few seconds just before 10.00am, was a net 12.1 points down at 1785.8. Sea volume was on the slide, with 451.4m shares traded.

Racal's turnover figure was much reduced at 3.5m, compared with Tuesday's 12m level, and the shares slipped a couple of pence to 233p, despite further strong buying from one source thought to have represented US interests. Much of the buying was carried out via the inter-bank dealing screen.

Bank of Scotland managed a 3 gain at 515p after unveiling "well received" pre-tax profits up 18.8 per cent at £131.5m.

Life assurances were given a major boost by the Sun Life bid rumours. Analysts in the life sector were keenest on London and Manchester, up 9 at 270p, after 225p, and Pearl, 16 higher at 454p, the latter well supported by income funds ahead of going "ex-dividend" on Monday. Abbey rose 6 to 276p, and was also bought for the dividend.

ICI traded quietly and closed 5 cheaper at 376p, after 974p. Laporte Industrial revealed annual profits much in line with estimates and the shares settled 9 cheaper at 385p.

The recent burst of takeover speculation in the food manufacturing sector slackened as Jacobs Suchard, officially allowed to recommence purchases of Rowntree stock yesterday, made no move to do so.

Analysts add the US support reflecting increasing American interest in cellular telephones and a forthcoming stock market launch of a US cellular telephone manufacturer, Cellular Communications Inc.

Bank of Scotland managed a 3 gain at 515p after unveiling "well received" pre-tax profits up 18.8 per cent at £131.5m.

Life assurances were given a major boost by the Sun Life bid rumours. Analysts in the life sector were keenest on London and Manchester, up 9 at 270p, after 225p, and Pearl, 16 higher at 454p, the latter well supported by income funds ahead of going "ex-dividend" on Monday. Abbey rose 6 to 276p, and was also bought for the dividend.

ICI traded quietly and closed 5 cheaper at 376p, after 974p. Laporte Industrial revealed annual profits much in line with estimates and the shares settled 9 cheaper at 385p.

Traders said the sector was nervous as it awaited today's disclosure of the UK bank lending figures for March. Market estimates are for a further rise of £3bn to £3.5bn. "Not that we would be happy with such a figure,"

Analysts add the US support reflecting increasing American interest in cellular telephones and a forthcoming stock market launch of a US cellular telephone manufacturer, Cellular Communications Inc.

Bank of Scotland managed a 3 gain at 515p after unveiling "well received" pre-tax profits up 18.8 per cent at £131.5m.

Life assurances were given a major boost by the Sun Life bid rumours. Analysts in the life sector were keenest on London and Manchester, up 9 at 270p, after 225p, and Pearl, 16 higher at 454p, the latter well supported by income funds ahead of going "ex-dividend" on Monday. Abbey rose 6 to 276p, and was also bought for the dividend.

ICI traded quietly and closed 5 cheaper at 376p, after 974p. Laporte Industrial revealed annual profits much in line with estimates and the shares settled 9 cheaper at 385p.

FT - ACTUARIES INDICES

Table of FT-Actuaries Indices showing various equity groups and sub-sections with columns for Index No., Day's Change, and Year ago.

Table of Fixed Interest showing average gross redemption yields for various government and corporate securities.

Fixed Yield: Highs and lows record, base rates, values and constituent changes are published in Saturday Issues. A new list of constituents is NAME CHANGES: Barnet & Hallandshire is now NSM.

LONDON TRADED OPTIONS

Large table of London Traded Options showing call and put options for various stocks like Allied Lyons, B.P., etc., with columns for Option, Calls, and Puts.

The Property leaders traded firmly on lingering hopes of another cut in base rates. Prices came away from the day's highs at the close following Wall Street's early fall, but Land Securities still finished 2 dearer at 565p, while MKPC improved 5 to 532p. Elsewhere, Chesterfield rose 15 to 650p on asset value considerations, and Priest Marquis revived with a gain of 8 at 303p. Kent Properties rose to 135p in reply to the excellent annual results before closing 2 dearer on balance at 122p, but Southend Property eased 3 to 131p, the interim statement disclosed.

Continuing speculation of a counter to the agreed share exchange offer from Colclough gave fresh impetus to John Crowther and the shares improved 3 to 185p. The name of Thos Robinson was added to list of possible suitors but Costa Vitella remained the popular choice.

Traded Option business was concentrated on British Gas, the contract registering 11,710 calls and 3,419 puts. There were several lots of over 1,000 contracts traded with the at-the-money series seeing most interest. There was also some rolling of positions from April to July. Rolls-Royce was also active due to the expiry of the series and recorded 14,588 calls and 1,839 puts. The FTSE contract attracted 1,078 calls and 2,218 puts. Total contracts came out at 45,902 out of 31,427 calls and 14,475 puts.

Traditional Options: First dealings Apr 18, Last dealings Apr 29, Last declarations July 14, For Settlement July 25. For rate indicators see end of London Share Service. Quieter conditions prevailed in the Traditional option market yesterday. Stocks to attract money for the call included Wheway, Owners Abroad, Delta Group, Suter, Singer and Friedl, Central Securities, New Capital Underwovens, Blacks or St. Ives, 195p, both of which closed unchanged. DRG slipped back 7 to 87p but Yellowham was a feature among Agencies, rising 11 to a 1988 high point of 164p.

TRADING VOLUME IN MAJOR STOCKS

Table of Trading Volume in Major Stocks showing volume for various companies like ASDA Group, Anglo-Continental, etc.

RISES AND FALLS YESTERDAY

Table of Rises and Falls Yesterday showing price changes for various categories like British Funds, Corporate Bonds, etc.

LONDON RECENT ISSUES

Table of London Recent Issues showing details of new stock issues including issue size, price, and interest rate.

FIXED INTEREST STOCKS

Table of Fixed Interest Stocks showing details of various fixed interest securities.

"RIGHTS" OFFERS

Table of Rights Offers showing details of rights issues for various companies.

WORLD STOCK MARKETS

Table with columns for country (Austria, France, Germany, Netherlands, Sweden), date (April 20), and stock prices with percentage changes.

Table for CANADA with columns for stock name, price, and change. Includes sub-sections for Toronto Closing Prices and Montreal Closing Prices.

Table with columns for country (Japan, Australia), date (April 20), and stock prices with percentage changes.

Table for OVER-THE-COUNTER with columns for stock name, price, and change. Includes sub-sections for continued from page 39 and Nasdaq national market closing prices.

Table for INDICES with columns for index name, date, and value. Includes sub-sections for NEW YORK, DOW JONES, and NEW YORK ACTIVE STOCKS.

Table for CHIEF LONDON PRICE CHANGES YESTERDAY with columns for stock name, price, and change. Includes sub-sections for RISES, FALLS, and TOKYO - Most Active Stocks.

Advertisement for Financial Times featuring a stylized 'WALL ST.' sign and text: 'For morning delivery of the FT in major business centers coast-to-coast, call 212-752-4500. Hand delivery to home or office is available in Atlanta, Boston, Chicago, Dallas, Detroit, Miami, Minneapolis, Houston, Los Angeles, New York, Philadelphia, Pittsburgh, Seattle, San Francisco, Washington, Montreal, Ottawa, Toronto, Vancouver. Please call for details between 9am-6pm New York Time. FINANCIAL TIMES Because we live in financial times.'

NEW YORK STOCK EXCHANGE COMPOSITE CLOSING PRICES

Stock	High	Low	Open	Close	Change
12 Month					
13					
14					
15					
16					
17					
18					
19					
20					
21					
22					
23					
24					
25					
26					
27					
28					
29					
30					
31					
32					
33					
34					
35					
36					
37					
38					
39					
40					
41					
42					
43					
44					
45					
46					
47					
48					
49					
50					
51					
52					
53					
54					
55					
56					
57					
58					
59					
60					
61					
62					
63					
64					
65					
66					
67					
68					
69					
70					
71					
72					
73					
74					
75					
76					
77					
78					
79					
80					
81					
82					
83					
84					
85					
86					
87					
88					
89					
90					
91					
92					
93					
94					
95					
96					
97					
98					
99					
100					

Continued on Page 39

دوره چاپ

NYSE COMPOSITE CLOSING PRICES

AMEX COMPOSITE CLOSING PRICES

Table of NYSE Composite Closing Prices. Columns include Stock, Price, Change, and Volume. Includes sub-sections like 'Continued from Page 38' and 'Over-the-Counter'.

Table of AMEX Composite Closing Prices. Columns include Stock, Price, Change, and Volume. Includes sub-sections like 'Over-the-Counter'.

OVER-THE-COUNTER Nasdaq national market, closing prices

Table of Over-the-Counter (Nasdaq) Closing Prices. Columns include Stock, Price, Change, and Volume. Includes sub-sections like 'Over-the-Counter'.

Advertisement for Athens (01) 7237167. Text: 'Have your F.T. hand delivered... at no extra charge, if you work in the business centre of ATHENS...'

AMERICA

David Dodwell on contrasting foreign and local attitudes behind recent volatility

Dow falls and bonds drift as inflation worries grow

Wall Street

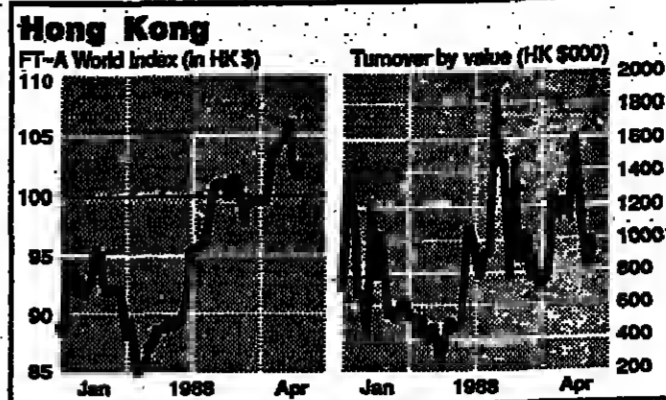
EQUITIES extended this week's downward trend yesterday while bonds drifted with little conviction in both directions as inflation worries continued to cast a shadow over the mood, writes Janet Bush in New York.

from their lows as traders realised that the larger than expected rise was mostly due to a single component - apparel prices which jumped by an unprecedented 2 per cent.

weakness above Y124 and it rose in late trading to DM1.0695, at the top of the day's range. Meanwhile, oil prices continued to slip back from Monday's highs.

HONG KONG'S stock market appears to have entered a period of extreme volatility after last week's collapse on Wall Street. Share prices have oscillated widely, with foreign and local brokerages agreeing only about the extent of their disagreement on medium-term prospects.

market offers no general insights. It does hint at the tangle of forces at play. One notable bullish force is the indisputable strength of the local economy, of blue chip companies and of the property sector, which accounts for a large proportion of the stock market's capitalisation.



they are about manufacturing plants on a marginal market like this one. The apparent unwillingness of some institutions to trade has squeezed the supply of blue chip stocks, making price movements more volatile on low turnover.

SOUTH AFRICA

GOLD stocks finished mostly lower in Johannesburg in thin trading, with few foreigners participating in the market.

The steady bullion price at its higher levels failed to raise volume. Among gold stocks, Van Riebeeck led to R255, Driefontein declined 25 cents to R232.50 and Freegold was off R1.50 to R22.25.

ASIA

Tokyo

BARGAIN-HUNTERS moved into Tokyo yesterday to pick up large-capital and high-technology stocks, helping to drive share prices higher for the first time in four trading days, writes Shigeo Aikawa of Jiji Press.

December 1987, opened slightly lower on repurchases by dealers. The bond came under selling pressure later and its yield rose sharply to 4.475 per cent compared with Tuesday's close of 4.405 per cent, before ending at 4.470 per cent.

The All Ordinaries index finished just off its low at 1,430.1, down 22.3, in moderate volume following the A\$1.18bn deficit compared with February's A\$502m.

ACTIVE buying interest returned to Singapore as investors sought shares on recent weakness, encouraged by Tokyo's gains. The Straits Times Industrial Index advanced 7.58 to 588.48 and turnover picked up to 20m from 16m on Tuesday despite continued caution in institutions.

EUROPE

New US figures knock sentiment

WORSE-than-expected US consumer price figures for March hit equities in Amsterdam and Brussels, while Frankfurt ended lower as investors awaited the news. In Paris, prices eased before today's end of account, writes Our Market Staff.

INTERNATIONAL stocks had a quiet day in London yesterday and mostly drifted a little lower. British Telecom attracted some Japanese buying but a slight, while lower crude oil prices led to profit-taking in related stocks, with BP off 5p to 274p.

WORRIES about rising interest rates took Toronto stock prices sharply lower. The composite index closed down 25.57 at 3,945.37. Declines outnumbered advances by 57 to 28, on moderate volume of 22.5m shares.

which announced a share issue and improved profits on Tuesday. It fell 8p to 257p. Peugeot ended FF4 lower at FF1,050 on profit-taking as it announced 1987 profits of FF6.71bn in line with market expectations. The share price has risen about 14 per cent over the past two weeks.

AMSTERDAM was hit by the higher-than-expected rise in the US consumer price index, as well as by general uncertainty over global financial markets. The AMX-100 index eased 1.5 to 247.4, which reported improved first quarter gross earnings without stating a figure, added 1.1 to 11.69.30.

BRUSSELS was in a hesitant mood as share prices closed mixed and relatively quiet today. A combination of factors held investors back. There were doubts over whether attempts to form a new Belgian government would succeed, concern over inflation after the rise in US March consumer prices, and position squaring as the two-week trading account on the forward market ended.

STOCKHOLM ended higher after three days of losses, although volume remained thin. The OMX index advanced 1.7 to 118.15, which arrived just before the close, weakening sentiment a bit, and the AFBVindex general index finished up 0.4 per cent at 793.1.

TURNER reached SKr245m worth of shares, against the previous day's SKr474m. The Credit Suisse index lost 2.7 to 451.2. Trading in Societe Internationale (SocInt) was resumed after Tuesday's suspension following news of its restructuring. The price dropped SKr39 to SKr278 as shareholders sold following the company's forecast of lower 1988 profit and a dividend cut.

FT - ACTUARIES WORLD INDICES

Jointly compiled by the Financial Times, Goldman, Sachs & Co., and Wood Mackenzie & Co. Ltd., in conjunction with the Institute of Actuaries and the Faculty of Actuaries

Table with columns: NATIONAL AND REGIONAL MARKETS, WEDNESDAY APRIL 20 1988, TUESDAY APRIL 19 1988, DOLLAR INDEX. Rows include Australia, Austria, Belgium, Canada, Denmark, Finland, France, West Germany, Hong Kong, Ireland, Italy, Japan, Malaysia, Mexico, Netherlands, New Zealand, Norway, Singapore, South Africa, Spain, Sweden, Switzerland, United Kingdom, USA, and various regional indices.

Base values: Dec 31, 1986 = 100; Finland: Dec 31, 1987 = 115.037 (US \$ Index), 90.791 (Pound Sterling) and 94.94 (Local). Copyright, The Financial Times, Goldman, Sachs & Co., Wood Mackenzie & Co. Ltd. 1987

Advertisement for Amsterdam Schiphol airport expansion. Text: 'Amsterdam Schiphol is expanding to get better.' 'How can you be better than best?' 'Amsterdam Airport Schiphol. KLM's home-base. Voted year after year, in-survey after survey, the world's best airport. Yet they've embarked on a ten-year master plan. To get even better. The first stage is completed: a totally new C-pier. To handle comfortably and smoothly the increasing number of wide-body flights. And for the rest? Well, Schiphol remains the best. The one-terminal concept. The moving side. The Reliable Airline KLM Royal Dutch Airlines'

Vertical advertisement on the right edge of the page. Text: 'SEMI FINANCE SUR... Time for thinking... Q FUND...'

FINANCIAL TIMES SURVEY

Although fund managers have recovered their nerve after the stock market crash last autumn, the long-term reliance on ever-higher equity exposure needs to be reconsidered, says Barry Riley, Investment Editor.

Time for new thinking

A TREND is a trend until... an event like last October's global stock market crash. For a decade or more up to that date the long bull market in equities had dominated the thinking of pension fund managers. Many managers closed their books at the end of the September quarter with 85 or 90 per cent of their assets in equities at home or abroad. It was a strategy that was, at last, about to cost them dearly.

Throughout most of the 1980s the investment performance message was basically pretty simple. The more you had in equities, the better the returns would be. Admittedly, bonds had a good year in 1984, but in every other year since 1977 equities had done better, usually much better.

Property, too, was in the doldrums as a kind of leftover inflation hedge of the 1970s. For years it had held back the performance of the big nationalised industry funds, which were loaded with huge property holdings. The pacier merchant banks and independent managers dropped property altogether.

But in chasing return, too many managers had lost sight of risk. Right through last summer most pension funds were still increasing their equity exposure, lured in by an unprecedented volume of new corporate issues

(boosted by privatisation offers). Then came October 19. Property and gilt-edged came from nowhere to become the best-performing assets of the year.

It is now time for a fundamental rethink. Every once in a while the general assumptions need to be challenged. Until the 1960s, after all, pension funds were almost entirely invested in bonds. That posture was undermined by inflation and by the conventional wisdom had become precisely the reverse: that equities were the natural and safe pension fund investment. But can that be squared with the extreme volatility exemplified by the crash? And there is also the personal pensions revolution. Companies are starting to drift back to money purchase methods, at any rate for alternative schemes. That could imply significant changes in investment objectives.

Traditionally, pension schemes have placed all their assets with a balanced manager, and told him to earn the best return he



The fall in world stock markets last October was a blow for pension fund managers, but now their confidence is returning.

Pension Fund Investment

The results have not, on the whole, been very brilliant in relation to the returns available in the financial markets. Funds have tended to underperform the indices.

Yet the indices themselves have been so buoyant that nobody has been complaining. Even after last year's debacle, when the median fund only achieved a return of some 2 per cent, against the 8 per cent rise in pay-linked liabilities, the five-year annualised return stands at some 17 per cent.

But returns through the 1980s have been unsustainably high. Although the crash was a shock when it happened, a bad year was overdue, and perhaps more than one. Now, pension fund

trustees are bound to examine their managers' performance more critically and consider whether a greater degree of fund-splitting and specialisation could give better results. They also need to address the variable nature of liabilities: whether they are pay-linked, inflation-linked (as with pensions in payment) or have some other orientation, as with money purchase plans where extreme volatility will need to be avoided.

The problem is that pension fund trustees are usually ill-equipped to take on strategic decisions of asset allocation or set investment objectives. Several groups of advisers are now attempting to step into the breach.

For example, firms of consulting actuaries are developing investment strategy services. But their primary role is to advise on the solvency of funds and the performance of the investment managers; there could be a conflict of interest if they get involved in management itself. Certainly, fund managers are beginning to complain about the domination of pension fund investment by actuaries, and in particular about the over-elaborate management selection procedures. Irritation will turn to resentment if actuaries attempt to strip the asset allocation responsibility from balanced managers.

Secondly, US-style non-actuarial pension consultants, of which

Performance factors; fund management services	2	Fund splitting; asset allocation	7
Fund managers; the new environment	3	London markets; pooled funds	8
Individuals on the move; UK equity markets	4	Investment principles; regulation watershed	9
Confidence jolted in overseas equities	5	Passive management/indexing; master trust services	10
Fixed interest securities; property investment	6	Portfolio measurement; management fees	11
		The independents; pension fund taxation	12

thanks to the ERISA pension fund legislation are anxious to be able to prove that they have sought the best possible advice).

The growing competition and splintering of roles in pension fund investment is partly a reflection of the increasing maturity of many schemes. Membership of occupational schemes peaked at the beginning of the 1980s. And as schemes get older, so do their members, and retirement payouts begin to balance contributions in respect of employees. Trends towards early retirement enhance this effect.

Temporarily at least, the phenomenon of overfunding is also cutting back the flow of contributions. Many companies, possibly as many as a third, have declared contribution holidays for themselves (though rarely for their employees).

Contrary to popular impression, the stock market crash has made little difference to this. Actuaries assess fund solvency on the basis of growth of investment income, which has continued to rise fast, whatever the trend of share prices. The trend is unfortunate for external fund managers, who charge fees as a percentage of the value of funds managed. There will be a squeeze on the income of managers this year.

Now there is the further challenge of personal pensions. From April 1 members of occupational schemes acquired the right to opt out. From July marketing will begin of new-style personal pension plans. Most companies are hostile, and are putting obstacles in the way of employees seeking to choose the personal pensions route; for instance, almost all companies are withholding all contributions from a personal plan (other than the mandatory rebate of national insurance contributions) and many are even denying death-in-service cover and disability insurance.

Such resistance may not be permanent, however. It may well become more common for final salary occupational schemes to be focused upon older employees, with entry dates raised to 55 or 60. Mobile workers will be inclined to opt out entirely. The slow of contributions into tradi-

tional schemes will slacken. On the other hand, companies are increasingly likely to set up alternative money purchase arrangements as a form of in-house personal pension plan. This kind of plan will maintain the link between employer and employee and may well also offer cost savings compared with open market plans where the commissions and charges could be very high.

Moreover, many smaller companies which were never willing to take on the expense of a contracted out final salary scheme are now considering the more attractive alternative of a "comp", a contracted out money purchase scheme.

These developments offer a splendid opportunity for insurance companies to force their way back into the occupational pension scheme market. In the past 25 years they have lost a lot of ground in larger company schemes to the merchant banks, stockbrokers and independents who now dominate. Only the Prudential is a top twenty contender in the external manager lists. But insurance companies still predominate in the smaller company sector.

The crucial factor here is the greater level of administration required to operate comps and other personal pension schemes. Insurance companies, and perhaps unit trust groups, have the systems which can cope. Merchant banks and investment management boutiques do not.

One possibility is for the specialist managers to link up with building societies and other potential pensions providers which have distribution capability for their branded products but lack investment expertise. Another is to find external administrators which can take on the paperwork and will permit the investment houses to market schemes under their own or a client company's name.

First the crash, then personal pensions. The structural effects may not be instantaneous, but they will be lasting. In pension fund management the next decade is unlikely to be anything like the last.

Q: HOW LONG IS THE AVERAGE PENSION FUND'S PERFORMANCE MEASUREMENT PERIOD?

A: MUCH LESS LONG THAN IT OUGHT TO BE.

Performance measurement periods have been getting shorter. No-one knows exactly how much shorter, but we'd hazard a guess that the average has fallen from around five years in 1980 to about three years today.

The fact begs two further questions. Why? And does it matter?

The first question is easy. Among fund managers and trustees alike, the twelve year bull market created exceptionally high expectations.

The industry became almost obsessed with the details of comparative performance. Trustees whose funds were massively outperforming inflation began to worry when they were marginally underperforming other funds.

In response to such concerns, the performance measurement business has grown rapidly. More and more data has

become available. And the availability of data tends, in itself, to lead to more urgent action and earlier decisions.

The result is a kind of schizophrenia, in which fund managers and trustees simultaneously pay lip-service to the overriding need for long-term outperformance, while pressing for change at the first sign of a short-term underperformance.

The rights and wrongs of such a situation are complex. But they are also, today, much less relevant.

Since October 19th, 1987, the world has changed. Trustees who were recently dissatisfied with positive double-figure returns may now be looking at double-figure losses. Today, short-term performance is clearly a less significant factor in shaping attitudes towards fund managers.

In such a world, may we offer an opinion about the criteria which also matter?

STABILITY
In a volatile market, the last thing you need is a management team that's undergoing equally frequent change.

Even during a period of unprecedented upheaval throughout the financial services sector, Flemings' management team has changed remarkably little.

BREADTH
When opportunities are few, your managers must have a broad enough base, both within the UK and internationally, to exploit them. Flemings covers every single major market in the world.

RESEARCH
Equally, when very large numbers of managers are seeking very small numbers of opportunities, the availability of good, independent research matters more than ever. Flemings remains absolutely committed to comprehensive in-house research worldwide.

THE QUALITY KNOWN IN COMMON PARLANCE AS "NERVE"
There doesn't seem to be a better word. "Nerve" isn't quite right. Neither is "confidence". But if your fund managers don't have it, they're probably the wrong fund managers.

It would be wrong to close without mentioning a performance record which is well above average; or without offering you the opportunity to find out more.

Please direct your questions to Nick Holliday at Fleming Investment Management, 25 Cophall Avenue, London EC2R 7DR, telephone (01) 638 5858.

It's one of the few actions which we'd recommend you to take on a short-term, not a long-term basis.

FLEMINGS
Fleming Investment Management Ltd is a Member of IMRO.

PENSION FUND INVESTMENT 2

Performance factors in a crucial year

Managers remain nervous

IT WAS the year when the specialist equity managers finally found that their run of good fortune had ended, and when some of the more individualistic managers avoiding consensus strategies found themselves unexpectedly leading the performance tables.

But primarily 1987 was, of course, the year of the stock market crash. Until the end of the third quarter it was shaping up to be another year of high returns, with a typical pension fund returning some 30 per cent (not annualised) in that period, including a 45 per cent return to UK equities alone. Then came the equity market crash, and the bulk of that gain was wiped out within a few trading days.

In the event, the average fund returned just 3.4 per cent in 1987 according to the biggest measurement service, that of the Wm & Co. Excluding property, the return was just 2.4 per cent. The median was lower. The rival Caps measurement service put the median return at 2.1 per cent, including property, and 1.7 per cent, excluding it.

Two Chaswell investment sectors, UK property and gilt-edged, came to the fore after years in the shadow of equities. With a return of around 20 per cent (the exact figure is somewhat subjective) property enjoyed its highest

return since 1978, but the typical fund only has half the exposure to property, at 9 per cent, that it had then.

Much the same applies to gilts, which returned 16 per cent for calendar 1987, only the second time in a decade that they beat the rate of return on UK equities. But whereas UK bonds represented 23 per cent of a typical portfolio in the late 1970s, the proportion is now only some 13 per cent.

So did pension fund managers get it wrong in 1987? It really depends on what they should be expected to do. On one view, they got it very right during most of the 1980s, many of them jumping on the equity bandwagon and staying there at considerable profit for their clients. They should, perhaps, be judged on the longer-term outlook. Another view, however, is that most of them claim to be active managers and on that basis they badly misread 1987.

According to CSO figures, UK pension funds were net sellers of UK bonds and property in the first half of the year (admittedly only on a modest scale) but were piling heavily into UK equities during the third quarter. This was a period when there was a huge volume of UK equity issues (some \$12bn worth between July and November) and many funds

were sucked into the underwriting whirlpool.

Even where fund managers were trying to build up liquidity because of fears that equities were becoming overvalued they were sucked back into a high equity exposure because the failure of several major issues (culminating in BP) triggered underwriting commitments.

All the same, the major problem area in 1987 turned out to be overseas equities rather than the UK market. Overseas equity exposure peaked at 20 per cent at the beginning of the year and funds were heavy sellers, especially after the crash. By the beginning of 1988 the overseas equity percentage had dropped to 14 per cent.

The trouble was, fund managers tended to be too keen to get out of the best-performing foreign market, that of Japan. By UK standards Japanese equities have appeared to be ridiculously overpriced for several years. So UK pension funds have been sellers

for at least 18 months. But the Tokyo market has performed well nevertheless, and the yen has been notably strong too.

The overseas equity performance has therefore been dire. According to WM, the average wrong stocks were being held there. Sometimes, however, this was not entirely the UK managers' fault, as in the case of the privatised telephone giant NTT which foreigners were banned from buying in the initial

who were underweight in Japan. Among the individual investment management houses the main sufferers in 1987 were those independents who became ever more heavily biased towards equities as the market ballooned ahead of the crash. Many over them had an equity exposure of 80 per cent or more, and the average in September was as high as 80 per cent.

Firms like Henderson, Murray Johnstone and Geoffrey Morley produced returns in the minus 1 to plus 2 per cent range. In these circumstances the balanced managers obviously have an advantage, especially those which were foresighted enough to build up their bond and cash holdings in the third quarter. But there do not appear to have been many of the latter.

Gartmore was one of the few investment trust-based managers to take a defensive line, and its 5% per cent return on pension fund portfolios was well ahead of the pack. Phillips & Drew also

did well, and so did Bill Samuel which returned from several years in the performance wilderness with a claimed 7.9 per cent average achievement.

Out on the fringes, of course, there were some considerably better results, if only for small funds. Slingsby & Friedlander claims that its funds measured by Caps returned 11 per cent, while M & G's pension funds scored 16 per cent, and at CS Investments, Piers Mountstephens claims an average performance of 19.6 per cent on the basis of a 50 per cent commitment to bonds and 50 per cent to equities (with the emphasis, fortunately, on small company stocks).

Somewhere, a fund achieving a 40 per cent rate of return was found by Noble Lowndes' IPMS, the third largest performance measurement service. This anonymous fund, apparently run by an insurance company, succeeded through successful stock selection rather than by clever timing.

In fact UK stock selection proved to be a generally positive factor for pension funds in 1988, in sharp contrast to the pattern in overseas equities. Caps says the median fund achieved a return of 8.1 per cent on UK equities, against the All-Share Index's 7.8 per cent. But this small vic-

tory for fund managers has been lost in the general turmoil of the past year.

However, external managers claim they have received relatively little criticism from trustees for the damage suffered in the crash. It was so sudden as to be seen as unavoidable.

Moreover the longer-term performance numbers still look good. Caps shows a median rate of return of 16.9 per cent on an annualised basis over the past 5 years, and 16.6 per cent over 10. Wage inflation has respectively been 8 per cent and 11 per cent over these periods, so there has been a healthy surplus over the growth of liabilities.

Prudent managers will have been warning trustees for several years that the exceptional returns could not continue. In the event 1987 turned out to be the worst year for pension fund performance in nominal (though not real) terms since the disaster of 1974.

It has not turned into a crisis remotely on the 1974 scale. The crash could even be viewed as a healthy shakeout. But six months after the collapse of equities around the world many fund managers are still nervous that the bear market may not have finished.

Barry Riley

External managers claim they have received relatively little criticism from trustees for the damage suffered in the crash. It was so sudden as to be seen as unavoidable

Marketing of fund management services

A highly competitive business

IT COULD turn out to be a quiet year for marketing fund management services to pension funds. Many boards of trustees will have more than enough on their plates working out the implications of the new personal pensions regime to worry about swapping managers.

That could have to wait until next year. Moreover, the effect of the crash appears to have been more to stun trustees into inactivity than to prompt them to sack managers who failed to foresee the collapse. In many cases the trustees were just as gung-ho about equities pre-crash as the fund managers were.

All the same, the long-run trend is towards more intensive marketing activity. Not too many years ago, marketing was no more than notional. Fund management business was picked up mainly on the basis of personal relationships with key financial executives at companies, which meant that in practice it was mostly secured by merchant

bankers and stockbrokers over the port in cosy lunch rooms.

It is now very different. All the major fund management firms have their specialist marketing personnel and are geared up for a constant promotional effort. During the past three years funds valued at 25 per cent of the industry have changed their managers, underlining the need to win new accounts to replace those lost, let alone to achieve net growth.

Stage one of the marketing process is to fill in a multitude of forms for the pension consultants, who are mostly consulting actuaries. Pages of details are required, on matters like staff numbers and experience, investment philosophy and portfolio performance.

If the forms pass muster the next stage could be selection to a short list of candidates who appear at a beauty parade in front of the trustees. A prepared presentation - which should not be too slick, but not too amateurish either - is then followed by

indicating a slight fall in the average size of the funds managed.

At the merchant bank, Robert Fleming, which has a consistent record of winning new accounts, the pension fund marketing specialist, Nick Holliday, says that the market place has become increasingly competitive. "It's a constant struggle, trying to keep up with the competition and provide a better standard of presentation," he says. "It's a question of confidence, of making the trustees feel comfortable with the individuals they meet. Your investment performance has to stand comparison, but it does not necessarily have to be the best."

Trustees are particularly concerned about the experience of the managers and the level of personal service they will receive. If an external manager sends a different 25-year-old to see them each six months they are likely to become restive, almost whatever the investment performance achieved.

Beauty contests can be rather theatrical occasions, and indeed a

parody of the selection process was stage-managed at the National Association of Pension Fund's investment conference at Eastbourne in February. Four leading actuaries played the parts of fund managers, drawing on their extensive experience of what actually goes on at such occasions, and generating many laughs at obscure in-jokes.

Two actuaries represented rather big, dull balanced managers. The other two played the parts of spokesmen for smaller firms, one a regional boutique and the other a City stockbroking firm of the old school.

In the end, the "trustees", played as another role-reversal exercise by investment managers, gave 90 per cent of the money to one of the big managers, and ten per cent to the boutique.

That appears to be a realistic pattern in real life. Our table of leading pension fund managers even though investment returns, in spite of the crash, were slightly positive last year and the

average fund will have received some net inflows from contributions, too.

The implication is that funds are being split more frequently into sections which are parcelled out to different advisers for separate management. This gives a chance to smaller management firms which would not really be credible candidates for the overall mandate.

Many independent firms are now pitching for business with some success, including the likes of Martin Currie, Billie Gifford and John Govett, all firms which were originally investment trust managers but have branched out into the growth business of pension fund management.

Enormous persistence can be required to win through, however. Conditions are rarely easy. "We are told to go to Wivenhampton at 3.0 tomorrow afternoon," complains one marketing man. The first client can be the hardest to win. Later, however, success can breed success, at least until it appears to trustees

Leading pension fund managers

Fund Name	Value of funds		% change	Number of clients		% change
	1987 (£m)	1988 (£m)		1987	1988	
Mercury Asset Management	15,307	12,760	20.0	596	435	27.8
Phillips & Drew Fund Mgmt.	9,391	7,492	25.3	208	165	28.1
Robert Fleming Investment Mgmt.	6,888	7,130	21.9	143	133	7.5
Barclays de Zetse World Invest. Mgmt.	3,200	7,900	3.8	119	107	11.2
Schroder Investment Mgmt.	3,000	7,800	2.6	159	148	2.7
Country NatWest Invest. Mgmt.	2,740	5,473	4.2	124	116	6.9
Prudential Pension Mgmt.	2,207	4,143	25.7	28	22	27.3
Morgan Grenfell Invest. Mgmt.	1,136	5,455	-5.1	104	115	-9.6
Henderson Pension Fund Mgmt.††	4,805	2,778	65.8	215	148	45.3
Baring Invest. Mgmt.	3,753	3,227	3.5	101	97	11.0
Lloyds Investment Mgmt.	3,188	3,132	1.8	46	36	25.0
M. J. Rothschild Asset Mgmt.	3,000	2,880	0.7	84	84	0.0
Kleinwort Grenvich Invest. Mgmt.	2,613	3,008	-8.5	130	141	-7.8
Amal	2,380	1,900	23.7	110	98	12.2
Midland Montagu Asset Mgmt.	2,113	2,391	-11.8	13	17	5.9
Hambros Bank	2,021	1,754	15.2	47	38	23.7
Murray Johnstone Pension Mgmt.	1,900	1,700	5.9	55	46	22.2
Bill Samuel Pension Invest. Mgmt.	1,824	1,847	-8.3	44	65	-31.2
Gartmore Investment Mgmt.	1,500	780	97.4	78	48	58.3
Cazenove	1,495	1,574	-10.7	62	63	-1.6

*1988 data changed by the fund manager. †Includes clients in Managed Fund Service; ††Includes Prudential Staff Pension Fund; †††Pension Funds are included into 187 segregated and 48 pooled funds. Value £1,550m in segregated and £70m in pooled funds.

that the managers might become overloaded.

A handful of these small independents will become the major managers of the future. In the past few years, for example, Henderson has moved from nowhere to a place in the top ten. And although realistically the independents will mostly remain modest in size, they could still

attract a lot of business away from the weaker of the established managers.

The fortunes of the independents can, of course, vary wildly. For example, Slingsby & Friedlander were two success stories of a few years ago, but they have now slipped out of the top twenty.

Looking at the league table as

a whole, there appears to be a notable degree of polarisation, with the leading group in the table proving successful while those further down the list are often losing clients.

In past years this pressure has been obscured by persistent appreciation in the value of funds under management during the

Trustees who look for probabilities rather than possibilities, look to Barings.

Barings has a clear investment objective in the management of pension funds: performance consistently above the median pension fund. This is an objective that we have met in each of the past six years*†

Our clients know they can rely on the continuity of our management team, our consistent management style, and our clear and independent investment philosophy.

The Barings Group enjoys an independence of ownership which gives us the freedom to think and act only in the best interests of our clients.

Contact Jeremy Clegg, Baring Investment Management Limited, 8 Bishopsgate, London EC2N 4AE. Telephone: 01-283 8833.



BARINGS
BARING INVESTMENT MANAGEMENT LIMITED IS A MEMBER OF IMRO

For our fund managers, the occasional clash of opinion is positively reassuring. It shows they're doing a good job. Why? Because our policy is to give clients advice which is free from the prevailing

Make our fund managers happy.



Disagree with them.

fashion, believing that the pursuit of steady growth and long-term objectives is more beneficial than chasing short-term performance.

Our average return in 1987 of 5 per cent proves the point. This is substantially ahead of the major survey medians. Why? Because we sold equities when other funds were buying. Over the longer term this contra-cyclical approach and emphasis

on "value" has resulted in steady outperformance. Our five-year return is 18 per cent per annum - again, well above the survey averages. No wonder our new business has been growing at over 20 per cent a year.

To find out how Phillips & Drew Fund Management can help achieve your long-term investment goals, or to arrange for an informal discussion, please ring Keith Percy or Paul Yates on 01-628 6070.

It could be the easy way to a more agreeable performance.

PHILLIPS & DREW
FUND MANAGEMENT

TRITON COURT · 14 FINSBURY SQUARE · LONDON EC2A 1BB



*AS MEASURED BY AN INDEPENDENT MONITORING SERVICE. †WE ARE REQUIRED TO POINT OUT THAT THE PAST IS NOT NECESSARILY A GUIDE TO THE FUTURE

طراز اعلیٰ

PENSION FUND INVESTMENT 3

Fund managers

Finding the right strategy

THE ADVENT of personal pensions in July presents an opportunity which many large corporate pension fund managers do not want to miss.

Many of these groups have not been involved in the established self-employed s226 pension market. But there are two strong incentives to enter the fray - the promise of greater individual pension coverages due to the serious marketing efforts of the providers and also the threat to traditional company schemes from the freedom of employees to opt out from April 6. There are several routes open to fund managers looking for a bite of the personal pension cake. Some investment managers are simply providing fund linking options for life offices, as they have done with self-employed policies.

Typical examples are Henderson and M&M Beazley, which is leaving its sister company, NIEL Britannia Assurance, to offer personal pensions direct but is planning a marketing push on its exempt fund aimed at other providers.

The disadvantage here, though, is that a very high percentage of pension fund contributions are usually invested in the life office's own managed fund and subsequent switches are rare.

Another strategy is to provide the fund management service for a third party, such as the building societies which are now enjoying new freedoms. But the societies themselves have expressed doubts about whether they have the expertise to handle and administer such plans.

A more radical move which has been adopted by many of the large players is to offer their own pension plans but ship out the administration to a third party. This is the route adopted by Fidelity, Gartmore, Murray Johnstone, Mercury Warburg and Touche Renneart. The exception is N.M. Rothschild which has bucked the trend by setting up new systems in-house.

The former five fund management groups are all using the administration service of Markborough Stirling, a subsidiary of the Moorgate Computer Services. The company charges on the basis of an initial set up fee followed by a volume-based charge.

It is an easy and risk free way of entering the market because the charge depends entirely on volume, says Sue Sierland, Stirling's marketing executive. A further six companies, including

both corporate pension fund managers and building societies are also talking to the service about similar arrangements.

The high front end costs and administrative problems of the new pensions market clearly lend the experienced providers, the life offices, a considerable head start. All of the new pension products, including AVCs, contracted out money purchase schemes (Comps), personal pensions and group personal pension

The high costs and administration problems of the new market clearly gives the experienced providers, the life offices, a considerable head start

arrangements - are fraught with technical difficulties, particularly the administration of the National Insurance rebate and special 2 per cent incentive.

Scottish fund managers, Murray Johnstone, plans to launch a Comp and a group additional voluntary contribution facility this month. Bob Burgon, marketing manager, said that the products aimed at employers will be used as a testing ground to assess whether individual plan launches would be viable. The move is a complete change of direction for Murray Johnstone which has no previous experience in the individual sector and does not even provide a fund management link to a self employed plan offered by a life office.

"The administration side is entirely new," says Mr Burgon, "and one of the problems is trying to get a clear understanding of the legislation. But given the number of people not covered by existing pensions and in employment but not covered by company schemes, the potential market will be huge as people become more aware of their lack of provision." The pitfall, however, is that, like personal equity plans, the new pensions business could involve massive numbers of accounts but each of relatively low value.

"The minimum contribution to a personal pension will be just the National Insurance rebates. Thousands of such basic plans are likely to be bought by the younger employees looking to opt out of their company pension scheme and so boost their take-home pay. Such business will not be attractive to any provider.

However, Peter Eyre, Rothschild marketing manager, said, "We have not set a minimum premium and we don't need a large share of the market to be profitable. It will take some time to recoup the initial costs but once the scheme is started, it will be easy to run. Our unit trust system was launched two years ago as the basis for personal pensions and we have used the unit trust system to test the computer system using exactly the same

charges. We have a modest target - to achieve from pensions what we achieved from our savings scheme." Since its launch, Rothschild's unit trust operation has pulled in 2,500 savers with an average annualised contribution of £1,020. Mr Eyre claims the company has received 3,000 enquiries since the launch of its pension contracts on February 16.

What is clear is that for any of the fund management groups to be successful in the new market, they must offer some kind of attraction over and above the established household names. Many will undoubtedly try to entice the high earner by making a play on their image of investment expertise.

But whether the greater emphasis on the underlying investment performance will push the public into the arms of providers with a good track record is highly debatable. As Mr Burgon says: "There may be greater quotability of pensions and there may be a move towards not taking out a pension for ever and a day. But if you draw a comparison with endowment policies, you don't see many people opt out of paying up a plan because of performance."

However, fund management groups can certainly push their expertise in developing a suitable structure for the underlying investments. Gartmore, for instance, has furnished an automatic switching facility so that young policyholders can take advantage of a higher than normal equity exposure.

The policyholder can choose

one of three standardised risk profiles according to taste and the balance of his investments is then switched every ten years. For the last five years leading up to retirement, withdrawal from the more active funds is staggered at the rate of 20 per cent per year.

The same kind of structure was considered by Fidelity but rejected. Barry Bateman, managing director of Fidelity Investment Services, said: "Automatic switching was in our plans about three months ago but we abandoned it because you cannot know what the exact retirement date will be. What happens if a guy doesn't retire until age 75 and you switched him at 50?"

Others, like Rothschild, are concentrating their marketing push on their charging structures. Rothschild's plans carry a single initial charge of 5 per cent with no invidious capital units, followed by a management charge of 1 per cent p.a. There is no loading for monthly or regular payments.

While Rothschild's was first into the frame in February, many of the other players show a remarkable lack of urgency about having their personal pension plans ready for the official launch in July. Fidelity, for example, will be geared up for July but does not plan a major marketing push until September.

"The summer will be a first time for personal pensions," Mr Bateman predicts. "The real incentive is to take them out before the year end and most will be taken out by the old s226 policyholders. But in the long term there could be a sea-change - after five or ten years of high fees negotiating with employers when they change jobs about employer contributions to personal pensions, it may gradually become the norm for companies to offer this to all employees."

Others are sceptical about even the long term potential of the market. Robin Perill, marketing manager of John Govett, commented, "We are not convinced the market will be that big. The average worker is not going to be a large client and most of the sales will be made on the fact of the supplier being a household name. The man in the street will think of Lloyds Bank, not the likes of Gartmore and Fidelity."

Carl Jones

The new environment

Challenge and opportunity

THE NEW pensions environment brought about by the 1986 Social Security Act came into being a couple of weeks ago. One major effect of the host of changes being made will be to bring back into prominence the money purchase concept for pension provision.

For not only do the new-style personal pensions, which will be available from July 1, operate on a money purchase basis, employers can now set up company money purchase schemes that can be contracted-out of the State Earnings-Related Pension Scheme.

This new environment presents both a challenge and an opportunity to fund managers - the challenge of retaining their share of the final salary pension market, which could shrink in size, and the opportunity to carve out a share in the new company money purchase pension schemes.

The underlying theme of the new pensions environment is to give employers wider choice and the final say in their pension arrangements, with employers no longer able to force employees to belong to the company scheme as a condition of employment.

In these circumstances, there is certain to be less rivalry and competition between company schemes and personal pensions.

The fund manager of a final salary scheme, as such, has only a limited direct influence in this competition, which will be centred around the benefits provided by each type of scheme.

The benefit of a good investment performance in a final salary scheme goes to the employer and it is he who decides whether to pass on some or all of the surplus to employees in the form of improved benefits, particularly increasing pensions to pensioners to offset the ravages of inflation.

The fund manager needs to maintain a steady, consistent investment performance, that over the long term will exceed the investment return assumed by the scheme actuary in his pricing contributions. By this means, there will be a steady surplus to enable benefit improvements to continue.

Failure to maintain a consistently good investment performance in a company pension scheme could encourage employees to switch to a personal pension, or even make employers themselves think again.

Even if employers maintain

their final salary schemes, there is a further incentive for fund managers to keep on their toes in handling the investments.

The number of employees leaving the scheme, or refusing to join, could be considerable.

In consequence, the expansion in the underlying asset of final salary schemes could slow down from the growth seen in the past decade, or even reduce in size. Fund managers could find themselves competing in a smaller market, a situation which would generate even more pressure for good consistent performance in order to retain existing funds.

On the other side of the coin, there are the prospects offered by the growth of money purchase schemes.

Certain employees, with existing final salary schemes, are following the advice of their actuarial consultants and meeting the competition of personal pensions by expanding their own company arrangements to include a money purchase arrangement.

This can be regarded as the in-house persons pension provided mainly for the younger employees, with facilities for switching into the final salary scheme.

In addition, many smaller employers are taking advantage of the new pensions environment to set up a company scheme for the first time - either on a group personal pension or a company money purchase scheme.

Life company investment managers have been handling money purchase schemes for decades. It is a new market for other fund management groups.

But it could be of sufficient size to encourage fund managers to offer their services to employers and trustees.

However, there is a somewhat different underlying investment strategy involved with money purchase schemes.

The supporters of the money purchase concept lay great emphasis on the freedom and flexibility of such schemes, with each individual having his or her own pension savings that can be taken from job to job.

But as far as investment of money purchase schemes is concerned, the investment manager does not have complete flexibility as with final salary schemes.

In the latter case, since the employer guarantees the fund, a dull investment performance, as seen in 1987, has not affected the benefits paid to employees now retiring. The fund manager does not need to pay attention to the scheme's liabilities, unless it is being run down.

However, with money purchase schemes, liabilities are all important in determining the investment strategy. If the scheme is to fulfil its overall purpose of providing adequate pensions.

Under a money purchase scheme, the contributions are invested until the time of retirement of the employee. Then the accumulated value is used to buy a pension, with part of that value being taken as a tax-free cash sum.

So the ultimate value of the benefits depends directly on the level of contributions, the investment return over the period to the time of retirement, and, above all, on the level of the mar-

ket at the time of retirement. The events of last October have highlighted what can happen when an employee, having all his assets in equities, retires at the time of a depressed market. Thus, the concept of Liability Investment is being developed for money purchase schemes.

The underlying theory is simple. The scheme operates on a unitised basis so each employee can identify his or her own pension savings.

Investment is made in equities, property or whatever asset mix the investment manager deems will provide the maximum return throughout the working life of the employee until retirement approaches.

Over the final few years of the employee's working life, the investment returns achieved are consolidated by switching into fixed-interest stocks or even cash, whatever the investment manager's own views are at the time, so that there is no drop in the accumulated value at the time the employee retires.

A sophisticated form of Liability Investment has been developed by Gartmore for money purchase schemes.

Gartmore offers three managed funds with different risk profiles. The normal medium-risk Life Plan would start off with 90 per cent in equities (85 per cent UK, 25 per cent overseas). When the employee reaches his 50s, this would be changed to 60 per cent equities (45 per cent UK, 15 overseas) and 40 per cent in gilts, and switching completely to gilts in the final period before retirement.

Eric Short

Continued from page 2

Fund management services

bull market, but in 1987 poor investment returns and a large incidence of contribution holidays served to dampen down the figures. In the bottom half of the table the funds under management rose by only 1 per cent during the year.

At the top of the league the trio of Mercury, Phillips & Drew and Robert Fleming are polling away from the rest. Mercury's ability to look after so many clients is impressive; its average fund is a below-average £27.5m.

In contrast, Prudential, the only insurance company in the

list, has an average fund size of £186m (admittedly distorted by the presence of the Pru's own staff fund amongst its client funds).

The middle group of merchant banks, including Schroder, Morgan Grenfell, Baring, Rothschild and Kleinwort, is trending water at best. The same applies to the clearing banks, two of which - Lloyds and Midland Montagu - are only in the table because their asset totals include their own group pension funds (although Lloyds has just won a £190m Gloucestershire County Council fund).

Many of these middle rankers are likely to continue to be under pressure. Several dozen serious small independents are now out there winning accounts, and the trend towards splitting funds and awarding specialised mandates will continue to give them increased scope.

Merchant banks such as Hill Samuel are now hitting back by developing their own specialised services. Even if 1988 proves to be a quiet year, 1989 may not be.

Barry Riley



Nobody tells our fund managers what to do.

At Lloyds Investment Managers, we don't simply employ our fund managers to do what they are told. That would surely be a criminal waste of their experience. Instead, they are given ample opportunity to exercise their abundant skills to deliver a consistently strong performance for all our clients. Over the last five years, they have achieved a result of well above the upper quartile result for the industry. What's more, our sophisticated control procedures ensure that all clients do well, not just a select few. This doesn't mean that our fund managers are tied to a recommended list of stocks. Or that they are constrained from making tactical adjustments to asset allocation. What it does mean is that they can use their discretion to ensure that our clients profit from their experience. And fearful of overburdening them, we do not allow more than eight funds per manager. That way, each one knows all his

clients' portfolios inside out. And has plenty of time to make considered market assessments. More important still, every single decision made is based on consistent economic assumptions. We find close communication the best way to achieve this. Working in an open plan office ensures a fast flow of vital information. As for financial rewards, these are based on the performance of the team as a whole. With the result that they all pull together. And what is the avowed aim of this carefully considered philosophy? To continue to provide our clients with excellent performance and a personal service that's second to none. If you'd like to know more, ring Keith Jecks, Godfrey Hemsley or Charles Anderson on 01-600 4500. They will gladly fill you in.



Lloyds Investment Managers Limited, 9/11 Bush Lane, London EC4P 4LN is a wholly owned subsidiary of Lloyds Merchant Bank Limited.

PENSION FUND INVESTMENT 4

Individuals on the move

Last October's shadow over this year's flyers

HIGH-PROFILE individualism has never been a hallmark of the fund management industry - not, for example, in the way that it dominates the analysts' business or the corporate finance world.

None the less, with the jobs market mirroring the upheavals in City practices and the rapid growth of certain areas of activity, pension fund management has seen its fair share of changes.

Certainly, at the top level, some well-known names have been on the move. David Prosser, for instance, who was previously in charge of British Coal's giant pension fund portfolio, took up the vacant spot of group investment director at Legal & General in January.

George Dennis, senior investment manager for Post Office and British Telecom pension funds under overall control of Ralph Quartano - the largest single

pension fund portfolio in the UK - was another to swap employers. He slotted in as the new managing director of TSB Investment Management.

Mr Dennis's appointment soon appeared extremely timely. In February, TSB Investment Management announced that it was expanding its operations into the corporate pensions arena. The initial step was to offer six tax-exempt, pooled pension funds. The prospect of providing segregated fund management to pension schemes - with each fund managed individually - was then held out as a longer-term objective.

But while the likes of Messrs Prosser and Dennis may claim a few headlines, the underlying market for pension fund managers has been a less happy story recently. Fund management may not have felt the extreme demand and supply pressures which sent

City salaries soaring pre-Big Bang and then provoked a wave of redundancies in the wake of the October crash, but it has certainly not been immune to the ups and downs of the stockmarket.

In the final two years of the

Pension fund management has seen its fair share of changes

bull market, recruitment consultants estimate that the basic salary offered to a middle-ranking fund manager - someone, say, in their early-30s with around five years investment experience - may have almost doubled. A new recruit, they reckon, could expect

a basic figure ranging between £40,000 and £50,000 to be mooted at any interview.

The events of last October have definitely dented this trend. The shift to greater cash weightings and the general air of edgy caution on the shares front, appears to have hit equity specialists particularly hard.

The consequences did not take long to surface. GF, for example, made a well-publicised decision to take voluntary salary cuts ranging between 5 and 15 per cent in November - a move which probably bought a fair measure of goodwill from clients. It should be said that the cuts came after some substantial salary increases in the previous spring and that bonuses in the first half of the year had also been at record levels. Nevertheless, it was the most highly paid who bore the brunt of the reduc-

tion. Basic salaries were cut by 15 per cent for directors, and by 10-5 per cent for senior employees beneath board level. Employees earning less than £15,000 were spared any reduction.

Elsewhere, there is plenty of anecdotal evidence of small-scale redundancies on the pension fund management side, though largely at the junior level, in the wake of market's dive. There are some fund managers who are looking for comment recruitment consultants, Badenoch & Clark. "Moreover, they are not getting as many interviews as before."

The picture, the consultants add, may be somewhat happier for "fixed interest" specialists, although this market is muddied somewhat by surplus bond salesmen attempting to muscle in - without notable success.

In general, few consultants expect the depressant effect of current stockmarket levels to

impinge seriously on the headhunted level - but even here, in the words of one consultant, "The uncertainties don't help."

The other trend much in evidence - though also arguably less relevant now - is the inclusion of top-line fund managers in

There is plenty of anecdotal evidence of small scale redundancies

executive option schemes. This form of remuneration obviously has benefit of tying key staff to the management group, and curtailing competitors' freedom to poach.

The prime example, perhaps, is Mercury Asset Management, the

largest of Britain's external pension fund management groups and handling funds of around £150m. One quarter of MAM was floated off from parent company, Mercury International Group (now mercifully reverting to its Warburg tag) in March 1987, and shares offered to MIG shareholders and employees at what many analysts saw as an extremely reasonable 25p a piece.

Employees applied for over 1m shares during the float, and had the gratifying experience of seeing the price going to an initial 50 per cent premium. On top of that, certain executives received options over 4.74m shares, with the subscription price the same (placing) level. Exercise dates were set between 1990 and 1997. True, MAM shares (like the rest of the sector) suffered in the crash; but they are still trading at the 90p level. With three years to go, the potential profit

on those options is likely to be a strong deterrent to swift job-changing.

MAM, of course, is not the only fund management group to reap the advantages of tying its key staff through this type of scheme. For example, Touche Bessant - which is currently owned by the TR investment trusts - has said publicly that it hopes to head for the stock market within four years. That will neatly coincide with management options which come up for exercise from 1990 onwards.

Admittedly, option schemes look somewhat less attractive in the wake of the Budget changes on capital gains tax and - for existing option holders - the stockmarket's dive. Nevertheless, they may well add to the current trend provoked by the general City climate. In short, it seems that fewer individuals will be on the move. **NKidd Text**

THE CULT of the equity is not dead. But the sacrifices that some fund managers had to make last October will have caused some of the less fervent believers in equities to veer further towards agnosticism.

The sums are obvious enough - with hindsight. Over 1987 as a whole, fund managers would have been wise to move into gilts and property. But it would have taken the wisdom of Solomon and the courage of Mike Tyson to maintain that position whilst equities were roaring ahead in the first three quarters of the year.

Few managers, in the face of three-month performance tables, have such qualities. Pension funds made net investment in UK equities of a modest £518m in the first quarter, a massive £3.45bn in the second and a further £2.46bn in the third.

Then came the crash. But although UK equity markets suffered more or less in line with the rest of the world, fund managers could afford to be reasonably relaxed about their heavy weighting in UK equities over the year as a whole. The return on UK equities in 1987 was around 7 per cent, well below the rates in preceding years, but by historical standards, a respectable return.

The real villains of the piece were overseas equity markets -

according to WM, the performance management group, sterling-based investors earned a negative return of 19 per cent on overseas shares last year.

Since it was overseas equities which fund managers sold first in the wake of the crash, UK equity markets were actually net recipients of funds in the fourth quarter as managers repatriated their portfolios. DTI figures show that public and private pension funds were net investors in UK equities in the last three months of 1987, to the tune of £2.03bn.

The fourth quarter inflow, which was also partly due to commitments like the underwriting of the BP issue, meant that for 1987 as a whole UK equities were the destination of 36 per cent of all pension fund investments. In fact, the total invested in UK corporate securities last year (£8.46bn) was more than

double that of 1986.

Will the crash lead to a reappraisal of that kind of allocation? There have been many theories over the years about the ideal portfolio structure for a pension fund. Frequently, they have revolved around the matching of a fund's assets to its liabilities.

The ideal tends to involve a greater proportion of more gilts - often the index-linked variety - than has recently been in favour. Index-linked securities offer a hedge against the growth in earnings of the scheme's eventual beneficiaries. But fund managers have been resistant to such academic models for two main reasons.

The first has already been mentioned. Equities have provided such good capital growth over the past few years that any fund manager who opted for a gilt or property based portfolio would

have lagged behind their peers in the performance tables. Trustees would simply have taken their funds elsewhere.

The second reason is that, leaving aside the question of capital growth, dividend income has often offered comparable returns to other assets. Equity yields may have lagged behind gilts but dividend growth has been strong. In each of the years 1982-7, the buoyancy of the corporate sector meant that dividend growth outstripped both retail price inflation and earnings - indeed in 1987 dividend growth was 11.4 per cent.

Dividend growth is extremely important since fund managers tend to use income streams - whether in the form of interest income, dividends or scheme contributions - to pay beneficiaries. Actuaries tend to pay close attention to dividend income when

valuing a fund.

Capital gains and losses are of course important to the long term health of the fund and to the short term health of the fund manager. But on the whole the proceeds from the sale of investments are used for reinvestment rather than for the payment of beneficiaries. Funds can ride out fluctuations in the stock market, provided they are short term.

For all these reasons, funds will continue to be substantial equity investors. The proportion of portfolios invested in the UK market may drop back from the 60 per cent or so it reached at the end of 1987 but it is unlikely to fall back, at least in the short term, to the 44 per cent it represented in 1978.

Instead it seems likely that the proportion of overseas equities will drift lower. Many fund managers disinvested from overseas

markets at the end of last year - and given the problems they experienced, they are likely to be cautious about venturing overseas again. After all, they can argue that they can get exposure to overseas economies by investing in those UK companies which earn a large percentage of their profits abroad.

However, fund managers may shift their preferences within the UK equity markets. For some years, the return on small company investment had been very impressive and quite a few managers ventured into the Unlisted Securities Market in the hope of finding the next Body Shop or Blue Arrow.

But the crash exposed the illiquidity of the markets in many of the small company stocks. Many managers are still left with holdings which they have been unable to sell. Any pick-up in the share price of such stocks will be limited as such unwilling holders take the opportunity to offload their stakes.

The result in the medium term will be a "flight to quality" as managers turn to the more easily tradable shares. However, in the long term, as memories of Black Monday fade, the whole cycle of diversification into overseas and small company stocks may begin again.



David Prosser: from British Coal to Legal & General

UK equity markets

Fund managers remain reasonably relaxed

It's not by chance she's in the black.

THE NEW YORK WALL STREET JOURNAL

Scottish Widows has never been one to follow fashion blindly. Far from chasing recent trends, it's always been more our style to stay in the black by anticipating changes.

Witness our actions in the recent spate of market gymnastics. During the heady euphoria of Summer '87 we sold over £400 million of equities, just before the market plunged. Whereas during the doom and gloom of late '74, when many thought things looked very black, we bought into the UK market at very attractive prices. But then you can trust Scottish Widows to have a careful hand on the purse strings. Without taking undue risks, we've been providing first class returns for pension funds over many years.

Since we first launched the Managed Fund in 1968, we've shown pleasing figures, consistently above the average. (Vital statistics when you're deciding who's best to handle your pension fund.)

And, more recently, our Segregated Fund investors have been reaping the rewards of the same successful approach. If you'd like to know more, talk to your Independent Financial Adviser or contact Leslie Robb or Ian Forsyth on 031 655 6178. Seen in black and white, our figures on pension fund management are rather attractive. Not, of course, that we'd wish to colour your view of us.

SCOTTISH WIDOWS
High Performance Pensions
17 Dalkeith Road, Edinburgh EH16 5BL

THE LONG TERM PERSPECTIVE.

For many, the events of Black Monday were traumatic, with millions of pounds lost overnight.

But pension funds need to be judged over the long run. And as Watsons have been advising clients since 1878, this is something we're well qualified to comment on.

We've put together a booklet which contains some of the key financial statistics of recent years, together with our own comment on last October's events.

Why not ask for a copy of our Long Term Statistics publication? Contact Russell Smith on 0737 241144, or write to him at Watson House, London Road, Reigate, Surrey RH2 9PQ.

R WATSON & SONS
CONSULTING ACTUARIES

DOES YOUR PENSION FUND FOLLOW THE HERD?

The recent Crash highlights the dangers of following the herd in deciding investment strategy.

Good long-term asset allocation is vital for success. Every pension scheme has unique needs, but most are treated in the same way.

Mercer Fraser have developed techniques that create a long-term asset allocation tailored to your specific needs.

THIS CAN GIVE:

- ★ Higher investment returns
- ★ Lower pension costs
- ★ A clearer definition of risk

Why follow the herd? To find out how you can have a tailored strategy, ring: Tim Gardener or Robert Baker on 01-222 9121, or write to us at:

Asset Planning Services
Burwood House, 16 Caxton Street, London SW1H 0QU

WILLIAM M. MERCER FRASER
LIMITED

PENSION FUND INVESTMENT 5



The Tokyo Stock Exchange: British pension fund managers may further reduce Japanese share holdings in order to fuel the asset proportions in US equities.

Confidence jolted in foreign equities

UK trustees remain wary of overseas stocks

THE FLIGHT of UK pension funds out of overseas equities in the wake of last October's crash in global stock markets appears to have been stemmed, and there are signs that some managers are now buying foreign stocks again.

However, confidence was badly jolted in the final quarter of last year, when the UK funds sold £2.47bn of foreign stocks, and trustees remain wary of the currency risk factor.

No comprehensive statistics are yet available on pension funds' overseas operations in the current year, but estimates from inside the industry suggest that 1988 will see funds rebuilding their overseas equity content to around 20 per cent of total assets.

This implies a return to the portfolio weightings at end-1986, and a significant recovery from the end of last year when foreign weighting was cut to 14 per cent, according to the WM Company, a member of Bankers Trust of New York, and the major provider of British fund performance statistics.

The relaxation of UK exchange controls in 1979 opened the way for a significant move into foreign equity markets by the UK funds. The move accelerated until 1984 when, significantly, it was checked, albeit briefly, by the currency factors which have now established themselves as the *habeas corpus* of the fund manager looking for profits outside the UK.

Managers admit that "we look at the currency risk first" when assessing prospective foreign investments, and the October Crash has done nothing to change that approach.

What may have changed is the attitude of some fund trustees.

Fund managers admit that "we look at the currency risk first" when assessing prospective foreign investments

who are now more aware of the relative currency risks overseas as the Group of Seven Ministers continue to develop their dollar support policies.

Consequently, any return of UK pension fund investment to overseas markets hangs upon views taken on global currencies, or, more precisely, on the outlook for the US dollar. The overall shakeout in the final quarter of last year fell most heavily on the US equity holdings of the British pension funds, which fell from an average of 34 per cent of total assets to 31 per cent over the quarter.

The proportion held in Continental European shares remained

fairly steady at around 19 per cent. There was also a net dispersal of Japanese equities, which had represented about 18 per cent of assets.

Statistics prepared by Warburg Securities, a leading UK investment house, and showing the overall operations of the broad range of UK institutions including pension funds, suggest that managers are shifting portfolio priorities.

Selling of US equities seems to have continued in the first quarter of this year, albeit at a slower rate. However, US holdings could rebound during the rest of this year as managers remain bearish on the dollar. To fuel the increase in asset proportions in US equities, British funds may further reduce Japanese and European share holdings.

Any change in fund holdings of Japanese equities would, presumably, depend on the course of the US dollar. With Japan almost the only bright spot in the generally poor returns for the funds on their overseas holdings in 1987, managers might take the opportunity to sell into a firm market if the Japanese currency moves against them.

But the question mark over Continental European shareholdings may involve wider perceptions of market features. The early months of this year have seen strong speculative share

gains, in particular on the Paris Bourse. Some UK fund managers are none too happy about these trends and still believe that some Continental bourses, not necessarily Paris alone, remain vulnerable to distortion from speculative factors.

The new concentration on risk factors induced by the Crash of October '87 continues to restrain pension fund investment in Far Eastern markets other than Japan. Only about 4 per cent of the average UK fund is invested in these markets and even this meagre proportion could be reduced over the next 12 months, according to Warburg. The nervousness of fund managers, and more significantly, of fund trustees, was fostered by the brief closure of the Hong Kong markets following the October crash, which was a shock for trustees who have to consider their legal liability if funds become at risk.

Overall, however, the pension fund industry seems to have recovered its nerve quite quickly after the alarms and excursions suffered in the final quarter of 1987. Indeed, the major lesson of the Crash was that markets are now global whether investors want to accept this or not. No pension fund manager can expect to avoid trouble by staying at home. Nor can he expect to outperform his peers that way either.

Terry Byland

Which company would you buy your pension from?



THE EQUITABLE



NEAREST RIVAL

Number of 1st places in surveys of regular contribution with profits policies for the self-employed as published by Planned Savings magazine 1974 to 1987 inclusive.

Many companies will be competing to handle your pension but which should you choose?

As the oldest mutual life assurance company in the world The Equitable's 225 years of experience clearly sets us apart. However, it is not just our longevity you should consider.

OUTSTANDING TRACK RECORD

For the past 14 years Planned Savings magazine has surveyed regular contribution with profits pension policies for the self-employed. Of the 25 tables published for 10, 15 and 20 year terms, The Equitable has come top in 13 and second in 6 more. An unrivalled achievement.

Quite simply, in that period, we have more first places than all our UK competitors put together.

TOP PERFORMANCE

Also, do not make the mistake of thinking there is little to choose between pension companies.

If you had retired on 1.9.87 aged 65 you'd have been 55% better off with

The Equitable than with the worst performer amongst our competitors*

FLEXIBILITY

The Equitable flexibility, too, is outstanding. You can retire at any age between 60 and 75 without any penalty and are free to vary your contributions as you wish. Furthermore, The Equitable offers a wide range of investment routes including both with profits and unit-linked schemes. And unlike many companies which make hefty charges in the form of low initial allocations or so called capital units to cover the setting up costs of your unit-linked policy, The Equitable makes no such charges. Also, our ordinary management charges for the underlying investment fund are commendably low.

How do we achieve this?

NO COMMISSION

The Equitable has never paid a penny of commission to brokers or other middlemen for introduction of business. So more of your money is available for investment.

NO SHAREHOLDERS

Nor does The Equitable have any shareholders to nibble away at the profits.

EXPERT INVESTMENT

The Equitable has one of the finest investment teams in the United Kingdom and currently manages more than £3bn on behalf of its clients.

Of course, the past cannot guarantee the future but we think you'll find The Equitable's efforts on behalf of our clients give unrivalled results.

So if you want the best in Pension Plans, just write to The Equitable Life Assurance Society, FREEPOST, Walton St, Aylesbury, Buckinghamshire HP21 7BR or call us direct on 0296 26226.

*20 year regular contribution with profits policy - Planned Savings Survey November 1987.



The Equitable Life

Before you look to your future, look to our past.

When you visit our offices in Melville Crescent, Edinburgh we think you will detect an air of permanence about us, a sense of long term purpose and integrity alongside an ability to think freely and independently.

At Edinburgh Fund Managers we practice the art of pension fund asset management in a way that's consistent with some strong Scottish traditions: the will to preserve capital and the dexterity to invest it profitably to name but a few.

And when it comes to international markets you will probably not be surprised to hear that we manage segregated funds that specialise in foreign markets not to mention our own know skills in the U.K.

We have the appetite for the investment management of both small and large pension funds. We manage individually segregated funds in excess of £2m and the EFM Exempt Managed Fund is the ideal vehicle for anything under that. So we'd like to talk to you about our performance.

Call William Johnstone on 031-226 4931 and he will be delighted to come and see you.



Edinburgh Fund Managers plc

4 Melville Crescent, Edinburgh EH3 7JB.
Telephone: 031-226 4931

PENSION FUND INVESTMENT 6

Fixed interest securities

High-risk reminders restore a balance

CONVENTIONAL WISDOM suggests bonds should have only a limited role in the portfolios of pension funds. Since most pension fund liabilities are linked to final salaries, then the funds must keep pace with average earnings. Shares, the value of which should grow along with the economy, are thus typically regarded as a more natural investment than fixed interest securities.

The rapid inflation of the 1970s and the great bull market in shares of the early 1980s only reinforced that view among UK pension funds. With stock markets substantially outperforming bonds, the funds systematically reduced the proportion of their portfolios held in fixed-interest securities.

Mr Stephen Lewis, who follows the gilt-edged market for stockbroker Phillips and Drew, says that in the third quarter of 1987, holdings of gilts by pension funds slipped to around 11 per cent of their portfolios. This compares to more than 20 per cent in the early 1980s.

The broker estimates that, at the end of the year, holdings of UK gilts were around 14.9 per cent of their portfolios - up from their third quarter lows but well down on the 21.4 per cent they held as recently as 1980. Holdings of UK equities were estimated at 51.6 per cent compared with 44 per cent in 1980.

The fourth-quarter rise in gilt holdings was largely due to the stock market crash of October. "The crash brought home the high-risk characteristics of equity investment," said Mr Lewis. "Many had forgotten the old nostrum that equity investment is risk investment."

As holdings of bonds started to climb in the fourth quarter, pension funds showed particular interest in index-linked gilts after a period in which demand had been very slack.

Theoretically, index-linked bonds should not have the drawbacks for pension fund managers of conventional gilts, because returns are guaranteed to keep in line with inflation. Yet they have performed badly in recent years because of the unprecedented level of real, or inflation-adjusted,

interest rates. The bonds pay fixed margins over the retail price index, but through much of the 1980s these margins have not compensated investors for the actual level of real interest rates.

The change in attitudes toward this type of bond since the crash has also influenced the Bank of England's issuing policy. From May to end-October 1987, the Bank of England launched 11 tap or triplet issues, none of which were of index-linked stock. Of the 15 issues announced between October and early April, six were index linked. Although issuance

Holdings of bonds started to climb in the fourth quarter

totalled only £450m, it is likely that the modest appetite for this type of paper among fund managers will continue for some time, even if it is unlikely to grow by much.

If pension fund managers are more inclined to be sympathetic towards bonds these days, there are a number of other factors which could influence the shape of their portfolios.

Traditionally, because returns are low, gilt portfolios are very actively managed in order to exploit yield anomalies and improve performance. Yet, such strategies have aroused the interest of the tax authorities in the UK.

The Inland Revenue's special office in Sheffield is examining these practices, and whether it is appropriate to deem holdings of gilts for such short periods as trading - and as such subject to tax - or investments, which would be exempt from tax.

No ruling is expected soon, and until it is forthcoming, the uncertainty seems likely to inhibit investment in gilts. "Switching in the gilt market is something that a pension fund manager is less likely to do now than a few years ago," says Mr Lewis.

Another factor influencing fund managers will be the

decreasing supply of gilts. A slower stream of new gilt issues, as suggested by the budget surplus forecast by the Chancellor, is expected to push fund managers to pastures new.

Many are likely to have to consider, not only domestic corporate bonds, but also Eurosterling bonds. Of course, fund managers will have to learn their way around different settlement and issuing procedures. The relative lack of liquidity in the Eurosterling market, and its small size, must also be a worry.

"It's probable that the Eurosterling market will fill the gap left by the shortfall of supply in the gilt market," says Mr Richard Segal of Selmon Brothers. The Eurosterling market has in the past, he says, been supply-led, rather than demand driven but there is the prospect now for increased issuance.

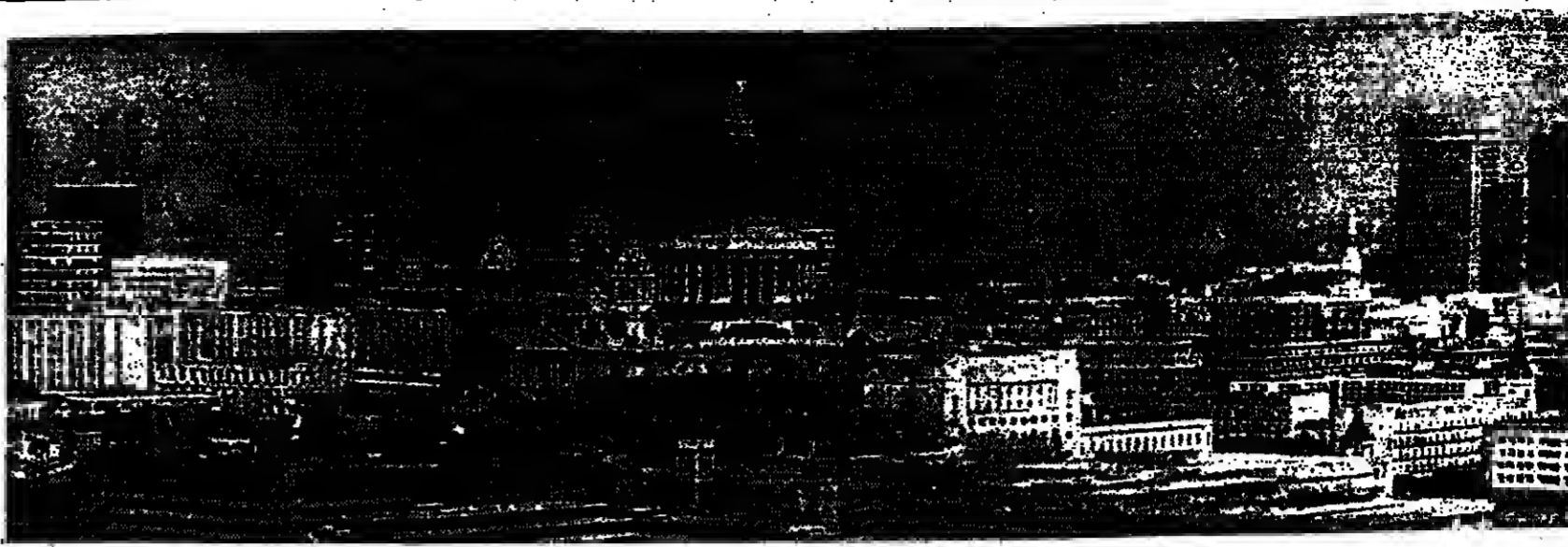
Given the limited size of the Eurosterling market, more fund managers might be tempted to buy foreign bonds and hedge against the possibility of foreign exchange losses using a currency swap.

There would have an advantage over the Eurosterling market in that it would allow the funds to buy government debt, and to participate in a more liquid market. Of course, there would be new risks: there is exposure to the swap counterparty for instance and the use of swaps makes it more complicated to unwind the transaction.

There is also perhaps less of an intellectual argument to support diversification into bonds denominated in other currencies. Stock market investors, for example, can always argue that they need to invest overseas to achieve a particular weighting in an industry sector not well represented at home.

What is more, the trustees of many funds - particularly the trades union representatives on funds self-administered by companies - do not approve of investment in overseas markets. To them it looks like currency speculation.

Stephen Fidler, *Euromarkets Correspondent*



Central London, for so long a favourite for property investment, now there is a growing interest in outside locations

Property

A switch in investment fashion

PENSION FUND interest in property investment has revived and not just because of the October equities crash. Over the next few months, new investment vehicles to satisfy that interest should become available.

This is not to suggest that there will be an avalanche of funds toppled into the market. But the figures tentatively, and the anecdotal evidence more strongly, point to a switch in investment fashion. Property for so long seen as a dowdy, unfashionable defensive investment has become the new vogue.

The reasons are not too far to seek. As Debenham Tewson and Chinnocks, chartered surveyors put it in a recent analysis of institutional investment trends: "Fund managers have been attracted to property by the very significant improvement in the performance of virtually all property sectors."

"This appears to be the motivating force behind the upward trend in property investment so far recorded by the official figures (which go only until December 1987), rather than any flight from the stock market after last October's crash."

Going on from that into this year, Fletcher King, chartered surveyors, commented: "Asset property weighting has been under review following the year-end performance figures, and many insurance companies and pension funds have decided on an

increase in weighting to property."

A survey of the top 20 portfolio managers revealed a virtual doubling of asset allocation to property from October 1987 to February 1988.

Statistics from the Department of Trade and Industry show that in the third and final quarters of last year, pension fund purchases of property were higher than the value of their sales. In the first half of the year, by contrast, the value of sales outweighed purchases.

Net pension fund investment in property last year was £148m compared with £386m in 1986, £509m in 1985 and £306m in 1984. Although the annual level of investment was lower than in previous years, the sell-off which was particularly marked in the first half of 1987 appeared to have been arrested by the end of the year. Further the pick-up in property investment had started before the October market crash.

On average, private sector pension funds probably held slightly less than 10 per cent of their total investments in property, a lower proportion than insurance companies. Inquiries for properties to purchase, being placed at agents indicate that this proportion may rise during 1988.

Underlying this move is the fact that total returns from property have risen strongly. The Investment Property Database, whose results are based on moni-

toring the performance of around 515m worth of institutional property, provisionally noted the reversal last year of the trend of returns below 10 per cent which had prevailed from 1982.

"Commercial property investments saw total returns of 22.9 per cent in 1987, the best performance of the 1980s and comfortably exceeding those on equities and gilts." There was, said the

Fund managers have been attracted by the significant improvement in performance

IPD, outstanding growth in capital values and rents for offices, industrial and retail property, with yields increased slightly.

The IPD figures are not out of line with other indices. The Jones Lang Wootton index recorded total returns for 1987 of 18.3 per cent. The Richard Ellis monthly index put total returns from property for the 12 months to the end of February at 23.1 per cent: capital growth had been 16.2 per cent and rental growth 17.9 per cent, it said.

Property unit trusts, a vehicle for the pension funds to benefit from tax-exempt status, whose performance has been notoriously sluggish, also showed a marked pick-up in the second

half of the year. The Phillips & Drew Property Fund Index recorded by the end of the year a total return of 17 per cent compared with 4 per cent in 1986.

The performance of the property unit trusts, though, posed a conundrum for the pension funds - whether they should stay in with the property market rising or get out and take high prices being offered for the portfolios. The sale of the Fleming property unit trust to Scottish Provident Institution for £204m and the Pension Fund Property Unit Trust to Mountleigh for £271m, both in September coincided, Phillips and Drew noted, "with a resurgence in popularity of property unit trusts."

Pension funds with cash from these sales seem promptly to have reinvested some of it with trusts like Lazard and Lilliput. But the difficulty remains for the pension funds that if they want to switch their investments out of the trusts there is nothing more than an informal matched bargains market in which to do it.

On the other hand, the advantage of the trusts to the pension funds, leaving aside the tax benefits, is that they offer the opportunity to invest relatively small amounts in diversified portfolios. Only a few funds want, or are capable, of investing in expensive central London properties, and until recently this, of course, has been the

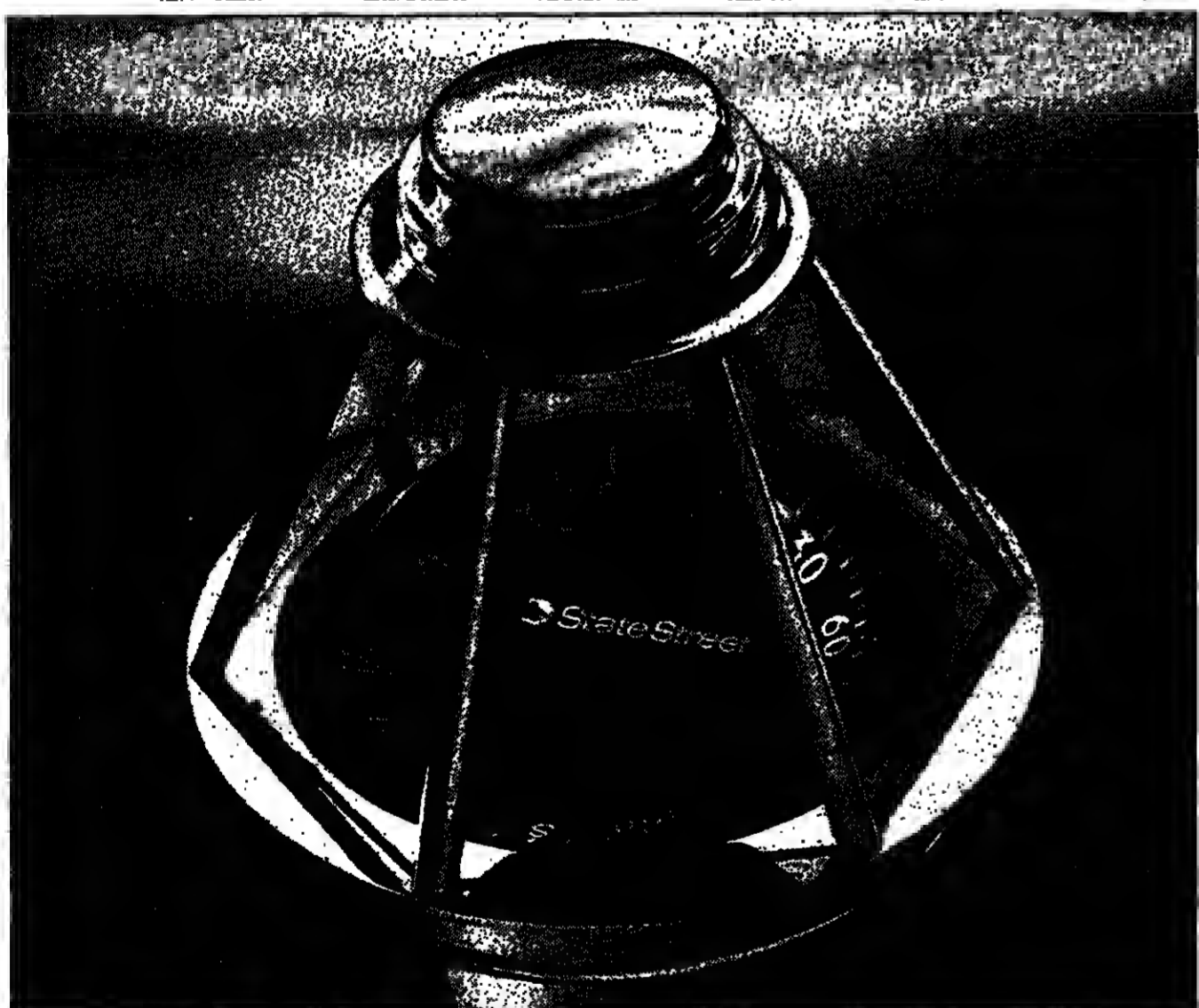
favoured area. More diverse property investment opportunities should emerge with the establishment of a market to trade property income certificates, units in single property trusts and shares and debt instruments attached to single asset property companies.

All of these, however, will be offering investments in single buildings or groups of buildings like shopping centres. They will not spread the risks like a property unit trusts. Nonetheless they provide a partial answer to the problem of the lack of liquidity in direct property investment.

These investment vehicles are now and have been for months the subject of talks to devise a regulatory and tax framework for their trading. But the hurdles should be cleared this year, after which it remains to be seen whether any buildings will be offered to the market.

It is difficult to know to what extent the pension funds will be attracted to the new market. But it seems likely that they will be cautious in their approach and continue, initially at least, to favour direct buying. And there they will find a rising market in the nation at large but more wary estimates of income growth in the high-priced City of London.

Paul Cheswright, *Property Correspondent*



RELIABLE, ACCURATE AND TRUE. CUSTODY BY STATE STREET.

Navigating financial waters can be difficult. But with Custody by State Street, you have a better chance of reaching your destination.

We're one of the largest securities custodians in the world, caring for more than \$525 billion.

And we got there by providing quality service - every day. Reliability, innovation, responsiveness, and an attention to detail unmatched in the industry.

Today we're custodian for mutual funds, corporate and union pension funds, endowments, foundations and public funds worldwide. We keep their assets safe, and provide prompt, accurate

information on every transaction. Anywhere in the world.

And that is only the beginning. Through advanced technology and innovative systems, we also offer services that let clients track investment performance through on-line access to their account information.

Set a true course with Custody by State Street. For more information, call David W. Miller in London at 01-253-4931.

State Street London Limited. Known for quality.

State Street

State Street London Limited, wholly-owned subsidiary of State Street Boston Corporation, 225 Franklin Street, Boston, MA 02110. Offices in Boston, New York, Los Angeles, London, Munich, Rome, Zurich, Sydney, Hong Kong, Member FDIC. Copyright © 1987 State Street Corporation.

The world leading investment management system

AUTHORISED COMPUTER DISTRIBUTOR

QUASAR

apricot financial systems limited

Handwritten signature or mark at the bottom of the page.

PENSION FUND INVESTMENT 7

Trends in fund splitting and management strategy

The pattern is changing

ONE, TWO or a dozen? How many external managers should a large pension fund choose? Once, many funds appeared content with one big balanced manager, but now the pattern is changing significantly.

According to consulting actives R. Watson some 40 per cent of the biggest hundred UK pension funds are already operated under some form of split management. But these days a more sophisticated approach is often being taken to the potential (and pitfalls) of the multi-manager solution.

The last manifestations of the old style probably came in 1985, when two of the biggest pension funds revamped their management arrangements. British Rail re-allocated some £3.5bn amongst six balanced managers, and a few months later Unilever externalised its fund management, by choosing four balanced managers to look after £2.1bn.

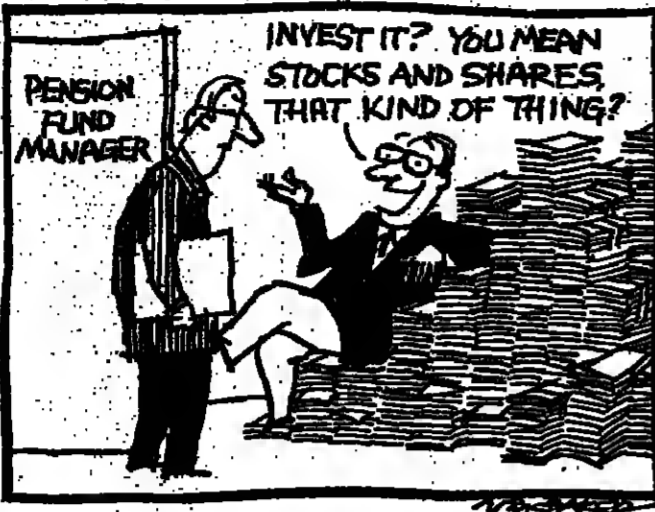
The arguments for splitting funds in this way include the perceived desirability of limiting the amount placed with any one manager, and the injection of a degree of competition as the different managers strive to outperform.

It is also sometimes suggested that managers with different styles will add extra diversification and therefore will facilitate a reduction of risk. Some may be established City of London merchant banks, but others could be independent managers with more individualistic approaches.

The approach may perhaps add variety, but one disadvantage is that it definitely adds costs. External managers charge on a sliding scale, and so, say, five managers will demand much more for managing £20m each than they would individually for the total £100m. But for funds aggregating over £1bn, the difference may not be very important, and so the growth in the size of funds over the past few years has made splitting a more economical proposition.

There are other problems. There could be wasteful shuffling of investments as one manager happens to buy the stocks another has been selling. Furthermore, a sizeable team of managers will be more difficult to control and supervise, (though in some circumstances trustees may welcome this as giving them more power and responsibility).

In the UK, fund splitting has



matching techniques through Save & Prosper, which it has just absorbed.

So the traditional managers are responding, although specialisation has serious drawbacks for them. For instance, money can be taken away because of a top down decision, even though the manager may have done a good job in achieving his specialist objective. What happens to specialist managers when their specialisation is out of fashion?

This drawback underlines that it may be difficult to provide a broad career structure for investment managers if they are crammed into sectoral straitjackets. Many managers regard asset allocation as the most important decision, and although it may be possible to give specialists a limited strategic role, for instance by retaining the right to go liquid to a certain degree, this inevitably risks a clash with the basic objectives of fund splitting by specialisation.

The stricture of Robert Fleming, the third largest UK pension fund manager, is now being taken on by specialists. He complains that managers are hired and fired for rather fanciful reasons. For instance, managers can even outperform themselves out of a job because consultants might conclude that a particularly successful management style has had its day and it is time to switch into some other style which is about to come right.

A case in point might be specialist small company managers who tend to have their ups and downs. Last year small company stocks performed brilliantly in the UK but were very poor performers in the US.

There is no very strong evidence that splitting of funds actually improves performance, but this may not be the only objective. Trustees may also find merit in arrangements which give them greater control over the management of assets, because it is much easier to replace one external manager out of ten than to sack a single manager, possibly of many years' standing. And at least splitting the fund will reduce the possibility that a single external investment manager will make serious mistakes.

The main problem will be to make sure that any benefits from splitting are not swallowed up by a general escalation of costs and increased demands on management time.

Robert Fleming is one of Rolls-Royce's UK equity managers, and Fleming has five such accounts in all. It also runs specialist portfolios for the Far East, Japan and the US, and although it regards itself as an active manager it will even offer index

Barry Riley

Asset allocation

Traditional methods face a strong challenge

THE TRADITIONAL willingness of a UK pension fund to let its active professional fund managers decide on how to allocate the fund's money between different classes of asset, equities and bonds, the UK and overseas, has come under strong challenge over the last year.

The approach of those managers used to be to split money into asset classes they considered undervalued, constrained by vague notions about the proper balance of risk to be struck between the different classes. Often this meant little more than moving only gradually away from the portfolio's traditional mix of assets.

The fundamental revision of thinking about asset allocation has been the result of three underlying developments. First, the range of asset classes open to a pension fund has steadily widened. In the immediate post-war years, most, if not almost all, pension fund assets were likely to be tied up in fixed-interest Government gilt-edged securities and other blue-chip corporate bonds.

The 1950s and 1960s saw the growth of the cult of the equity, in most cases exclusively UK-listed equity, and of investment in real estate. The high inflation of the 1970s further diminished the attractions of conventional bonds and led to the introduction of indexed securities.

At the same time, the removal of UK exchange controls in 1979 led to an upsurge of overseas investment by UK pension funds so that the proportion of assets held in overseas securities has risen from about 5 to 20 per cent over the last decade. The widening choice has made the traditional rules of thumb appear increasingly flimsy and inadequate.

To tackle this particular weakness, specialist pension fund consultancy firms have developed to advise trustees specifically on asset allocation decisions with a view to limiting the discretion of their funds' regular investment managers. One such firm is the

which focuses on this niche in the UK market is Advice on Investment Strategy, a small privately-owned co-operative based in Scotland.

However, recent years have also seen growing scepticism whether anyone should be attempting to allocate assets on the basis of their opinions of the relative valuations of different categories.

This is linked with the growing belief amongst both actuaries and financial commentators in the efficiency of stock markets which has been backed up by the accumulating evidence that professional fund managers are unable to achieve higher returns

Baker, of Frank Russell International, a pension fund consultancy firm, at the National Association of Pension Funds conference in February, is to apply the risk analysis of modern portfolio theory based on the historic volatilities of different asset classes and to build from that a range of optimal portfolios.

These are portfolios of different asset mixes which, for any given level of risk, maximise the expected returns (on the basis that all asset markets are efficiently

ing than other models in seeking to determine the risk-return trade-off for each asset class.

A more original approach was developed by Mr Paul Woolley, formerly of Baring Investment Management, to set up GMO Woolley as the UK arm of the Boston fund management boutique, Grantham, Mayo, Van Otterloo.

In contrast to other firms, he has focused on matching the "duration" profile of a pension fund's asset portfolio with the duration profile of its liabilities. Duration is, loosely, a measure of how soon an asset will yield its payback to terms of dividends, interest payments or rents and how soon a pension fund will have to meet its liabilities in terms of payments to pensioners. (In more formal terms, duration is the weighted average time of discounted cash flows.)

On the basis that the duration of pension liabilities to current employees is about 20 years and the duration of liabilities to retired fund members typically six to eight years, Mr Woolley's analysis leads to a simple rule-of-thumb.

Liabilities to retired members should be matched by medium and long-dated gilts (which typically have a duration of five to eight years) and liabilities to current employees should be matched by equities which have a duration, he believes, of 15 to 25 years.

Some elements of Mr Woolley's analysis are controversial, especially with the conservative actuarial profession. In particular, the duration of equities is questionable as it does not adequately account for the riskiness of the cash flows as compared, for example, with index-linked gilts. The dividend model also does not take into account the extent to which companies can "roll-up" their internal cash flows indefinitely.

But his analysis has drawn attention to an important gap in the analysis based on modern portfolio theory, that is the need to take into account not only the volatility of asset prices but also the timing of cash flows on both sides of the pension fund balance sheet.

Clive Wolman

There is a growing ability today to analyse the riskiness of different assets in line with the development of modern portfolio theory.

over the long term by making active investment decisions.

Some of the fund management performance measurement services in both the US and UK produced results in the mid-1980s which suggested that even if fund managers were unable to beat a stock market index by superior stock selection within a particular market, they might still be able to add value by their asset allocation decisions.

However, the performance of the UK pension fund managers over the last year has weakened that particular justification. Most fund managers allowed the proportion of their portfolio in equities to increase substantially, for many to all-time records, in advance of the October crash.

Most also reduced drastically their weighting in Japan in advance of the crash although Japan was proved to be the most stable of stock markets.

The third and related factor behind the shift of opinion towards asset allocation has been a growing ability to analyse the riskiness of different assets in line with the development of modern portfolio theory.

As a result several actuaries and fund managers with a more quantitative bent have attempted to develop and market a new method of founding asset allocation decisions not on the basis of relative valuations but on the liability structure of the particular pension fund.

The classic approach to this issue, as explained by Mr Alan

priced) or, for a given level of expected returns, minimise the risk.

Pension fund clients are then asked to specify the level of risk with which they are comfortable, and using this specification a single optimal portfolio of asset allocations is selected.

As trustees and sponsoring companies often find it difficult to define their risk tolerance, they may be asked instead to specify by how much they are prepared to see their company's pension fund contribution rate, as a proportion of payroll, go up. This may be necessary to meet future liabilities when a deficit in the fund has been created because of deteriorating asset prices and investment returns.

Frank Russell, in conjunction with Professor Bill Sharpe, has developed a method for determining the optimal portfolio which does not rely exclusively on historic volatilities but takes into account changes in capital markets and asset classes. For example, it assumed that the introduction of index-linked stock raised the expected real rate of return from conventional gilts.

R. Watson and Sons, a leading firm of consulting actuaries, has taken this process one stage further by building a method of risk and expected return based on a more complex model of future economic conditions. The model does not seek to spot undervalued assets, i.e. where an anomaly exists between risk and expected return, but is more forward-look-



Without doubt, small pension funds have always had a raw deal. The best they could ever hope for was to have their money thrown into some huge pot and take whatever they were given. It was a fine contempt.

However, in 1988 the small fund needs to be able to compete with the best and the biggest within a range of options: final salary schemes, money purchase plans, and group additional voluntary contributions. Inevitably, this creates even greater responsibility for the trustees since all these options require an individual

A Comprehensive Menu.

Gartmore Pensions Strategy can establish an individual mix of assets for each and every scheme.

We can even design the strategy for money purchase plans so that each individual can have his or her own personalised pension investments inside the one scheme.

Initially we are offering five managed funds. They are designed to cover the broadest spectrum of investment philosophy with due regard to age and time-scale. From long term equity investment (for younger members accepting an element of uncertainty), to shorter term secure investments (for those approaching retirement).

Our strategy for money purchase investment is to

small pension fund the second best.

strategy which is something else smaller funds have found impossible to achieve before. Gartmore has designed a system in which smaller funds can genuinely control the way their individual scheme is invested. A system which offers the expertise, the financial strength, the global network and the personnel, until now unavailable to smaller funds.

It is called Gartmore Pensions Strategy.

Custom-Built, Custom-Run.

From the outset, smaller funds will benefit from the skill and talent which has kept Gartmore Pension Fund Managers in the top quarter of top investment managers for every 3 year period since 1978. In the 5 year and 7 year period figures, we are also market leaders.

Gartmore Pensions Strategy is designed to offer each client an individually tailored and flexible service. The client has no need whatsoever to become involved beyond setting the ground rules. We take full responsibility for its implementation.

We are also able to provide the administration of members' records as and when it is required.

Gartmore For Pensions

Gartmore Pension Fund Managers, Gartmore House, P.O. Box 65, 16-18 Monument Street, London EC3R 8QQ.

This advertisement has been placed on behalf of and approved by Gartmore Investment Limited.

PENSION FUND INVESTMENT 8

London markets

Institutions in strong bargaining position

INSTITUTIONAL investors in the UK stock market have never had it so good - and they could probably have it even better if they flexed their muscles more.

The influx of banks and foreign financial institutions into the London securities market in the run-up to the Big Bang reforms of October 1986 created an unprecedented increase in the supply of stockbroking and market-making services to the institutions.

But only a year later, the stock market crash led to a shrinking of UK equity turnover which had grown to unprecedentedly high levels over the previous five years. The result is now chronic over-capacity in the securities industry, which has inevitably placed the customers in a strong bargaining position.

In fact pension funds have been reluctant to exploit the securities firms' lack of business by pushing for further cuts in commissions.

The amount of dealing directly with market-makers, avoiding any commission payments, so-called "net-dealing," has stabilised at between 25 and 30 per cent in terms of value of all transactions after reaching figures of greater than 40 per cent in the immediate aftermath of Big Bang. For pension funds, the proportion of net dealing is about 35 per cent in terms of value, which is concentrated on the largest deals.

The going rate of 0.3 per cent commission on agency deals, which was established shortly before the Big Bang abolition of minimum commission scales, has held up remarkably firmly in contrast to the successive bouts of rate-cutting on Wall Street after May 1975. Pre-Big Bang, the average rate of commission paid by pension funds for UK equities was about 0.35 per cent - and that was on all transactions, as dealing directly with the jobbers was prohibited.

On large deals of over £500,000 a lower rate is often paid. At the same time, the smaller pension funds which typically deal in sizes of around £50,000 are paying 0.25 to 0.3 per cent commission.

Even some of the larger funds have been willing to pay higher rates if they rely heavily or exclusively on stockbrokers' research rather than on their own analysts. The Royal Insurance company for example pays the standard 0.2 per cent on all its purchases.

But if it finds a particular recommendation valuable, it will reward the broker with a higher rate of commission on a subsequent deal or when the original deal is unwound. Its aim is to encourage brokers to place it high on their list of telephone



A changing balance of power in the City; the Stock Exchange (above)

calls when they come up with bright ideas.

At the other end of the spectrum is the Prudential Portfolio Managers, the largest investment management firm in the UK with an extensive team of in-house analysts. It has cut back on the number of brokers to whom it is prepared to pay commission. It also carries out many deals on a net basis or pays commission at below the 0.3 per cent rate.

The reason that other firms have not followed the aggressive stance of the Prudential is that, despite the general over-capacity in the industry, the stockbroking analysts with consistent records of spotting under-valued shares are still rare and highly sought after. Fund managers believe it is worth paying the going commis-

sion rates even if they benefit from a recommendation only occasionally.

Pension funds have been reluctant to exploit the securities firms' lack of business by pushing for further commission rate cuts

Another development in the London market since Big Bang has been the emergence of "soft commission" firms, based on the Wall Street model. These firms charge the standard rates of com-

mission to institutional investors but provide no research or recommendations themselves.

Instead they provide the investment management firm with other products and services which otherwise they would have to buy directly, for example Reuters screens, Datastream share price information and WM Company portfolio valuations. In practice, the investment management firm buys the service directly and sends the bills to the soft commission firm.

The reason for the development of this convoluted arrangement is that, whereas Reuters screens and the other services, if bought directly, would have to be paid for by the investment management firm, commission payments are extracted from the col-

lers of the pension fund client.

In effect, the client is paying for investment management services twice over, once in the annual management fee and once by the commissions. Even proprietary life assurance companies prefer indirect payments as the commissions are taken out of the policyholder or pension funds whereas direct payments for services come out of shareholders' funds.

The purest solution to the problem would be to ban all these indirect payments, including commission payments for stockbrokers' research ideas and recommendations and to insist that pension fund managers carry out all deals on a net basis except when the assistance of an agency broker is needed to transact a complex deal. Stockbroking research, as well as Reuters screens, would then be paid for directly by the investment management firm in the form of a fee - or retainer.

But the rules drawn up by the self-regulating organisations under the new investor protection regime provide only token protection against soft commission-type abuses. Thus the onus is on pension fund trustees to scrutinise the practices of fund management firms which appear to charge low annual fees when in fact they are subjecting their clients to a variety of covert charges.

In one respect, the Big Bang reforms have meant not only reduced dealing costs for pension funds but also more opportunities to boost income. This is through stock lending. The big increase in the number of equity and gilt-edged market-makers in London has meant that an upsurge in the volume of short-sales when the market-maker sells stock that he does not own. He then delivers to the buyer share certificates which he has borrowed via an intermediary from an institutional investor for a small fee.

The most popular stock lenders are the larger pension funds and life insurance funds with substantial core holdings of shares and gilts which are rarely traded. The settlements backlog last year also increased the demand for stock lending. Market-makers often delivered borrowed stock as a way of short-circuiting a chain of unsettled bargains.

Undoubtedly as pension fund cross-border investments around the world increase and some of the administrative obstacles are overcome, international stock lending will be one of the major growth areas of the next few years.

Clive Wolman

Pooled funds

A revival beckons

POOLED FUNDS as an investment vehicle for pension scheme assets have been around for many years.

Originally, it was the investment houses specialising in unit trusts, in a similar manner to authorised unit trusts, in order to expand their equity investment management expertise into the then growing pension field.

Indeed, this sets out how a pooled investment fund operates in a manner very much akin to unit trust. The pension fund invests its contributions by purchasing units in the fund and realising assets by selling units.

The investment house manages the fund on a full discretionary basis. The growth in pooled funds took off well over a decade ago when life companies entered this field offering not only equity, property, fixed-interest and cash funds, but managed funds where as the name implies the life company itself would decide on the mix of asset sectors as well as the individual assets.

Pooled funds started to decline in importance in recent years as pension fund trustees wanted their own segregated funds with identifiable assets and control over investment policy instead of units in one or more pooled funds.

However, the new pensions environment with its encouragement of company money purchase schemes, group personal pensions and industry-wide schemes could well lead to a revival in exempt pooled funds.

Under a money purchase arrangement, each employee needs to have his or her share of the fund readily identifiable. The easiest means of achieving

this from an administration viewpoint is by unitising the fund and employees being allocated units.

This unitisation is even being applied to straightforward with-profit funds from life companies. The unitised with-profit system, which declares a bonus interest or a bonus rise in unit price, is replacing the traditional reversionary bonus system mainly for administration reasons.

Only the very large money purchase funds could operate on a segregated basis. So the return in popularity of pooled funds can be expected, with the emphasis on managed funds.

So what has been the performance from life companies and other investment houses in handling managed funds?

Performance is crucial for a money purchase scheme. The employee's pension at the end of the day depends on how successful the investment manager has been in building up the fund.

Fortunately this sector of the investment market is readily monitored, since checking out the movement in the unit price provides a time-weighted rate of return - a measure that is suitable for comparing performance of fund managers.

The table shows the annualised returns on mixed-funds, including property as provided by Investment Performance Management Service (IPMS) within the benefit consultancy firm Noble Lowndes, giving annualised returns over one, three and five years.

Not unexpectedly, there is a wide variation in returns between fund managers, with the average performance somewhere around that of the standard fund from IPMS.

These also show that over the longer term, funds on average have more than kept pace with inflation and salary rises, despite the impact of the October stock market collapse.

Nevertheless, these tables highlight the need for those people managing pension schemes - trustees, employers and pension managers - and their advisers to look closely at the records of investment managers. Employees to not receive an average performance unless the trustees have a wide spread of funds. They receive the benefit or the performance of the selected fund manager.

The means by which one would select a manager to conform with the best advice principles of the financial services legislation are discussed elsewhere.

Early indications from IPMS for the first quarter of this year are that these managed funds are recovering from the October crash.

Information received so far show that the funds are showing rises slightly below the increase in the IPMS standard fund of nearly 6 per cent in the first quarter.

Finally, during the years of the equity bull market ahead of October, investors became more and more disenchanted with property, to the extent of considerable disinvestment.

Property funds were run down, a few disappeared. Their reconstruction is doubtful as far as company schemes are concerned - the new investment instruments appearing, which are discussed in another article could well take over the role of pooled property funds.

Eric Short

Mixed Fund Performance - Annualised Returns

One year		Three years		Five years	
Top	%		%		%
F.S. Assurance	+20.3	F.S. Assurance	+39.9	Martin Currie	+27.1
Lloyds (U.T)	+17.0	Confederation Life	+19.9	Confederation Life	+22.0
Provident Mutual	+12.0	Provident Mutual	+13.3	Save & Prosper	+20.6
London & Manchester	+ 9.7	London & Manchester	+12.1	Provident Mutual	+20.4
Colonial Mutual	+ 8.8	Martin Currie	+12.0	Growth	+20.0
Averaged Fund	+ 4.1		+15.2		+17.8
IPMS Standard Fund	+ 4.8		+14.9		+17.9
Bottom					
Murray Johnstone	- 1.1	Commercial Union	+11.3	Scottish Life	+15.2
Fraser Exempt UT	- 1.1	GLFE	+11.2	Commercial Union	+14.9
Norwich Union	- 1.2	LAS Group	+10.9	Norwich Union	+14.7
Fleming General	- 1.7	Scottish Provident	+10.8	Scottish Provident	+14.5
Scottish Provident	- 2.7	Norwich Union	+10.6	Legal & General	+14.3

Noble Lowndes IPMS

COUNTY NATWEST
NATURAL RESOURCES FUND
+32.6% 1987 v.a. +24.6% since inception
median performance +22.7% v.a. +11.6%

COUNTY SMALLER COMPANIES
EXEMPT FUND
+19.4% 1987 v.a. +12.1% since inception
median performance +26.3% v.a. +22.7%

COUNTY NATWEST
INTERNATIONAL EXEMPT FUND
-11.6% 1987 v.a. +6.2% since inception
median performance +14.7% v.a. +12.7%

The returns on these three funds are impressive. But they're scarcely surprising in the light of County NatWest Investment Management's track record.

County NatWest Investment Management, an independently managed and separately capitalised company within the NatWest Investment Bank Group, currently manages \$6 3/4 billion for UK Pension Funds.

Is this the thin end of the wedge for our competitors?

Outstanding performance is not limited to the funds highlighted opposite. We have consistently outperformed the competition, achieving a six-year average annualised rate of return of 20.3% - against an 18.4% industry average. - for pension funds under our management.†

To find out more, please call Alec Clapperton on 01-374 3000, or write to him at: County NatWest Investment Management Limited, Fenchurch Exchange, 43-44 Crutched Friars, London EC3N 2NX.

County NatWest Investment Management
& The NatWest Investment Bank Group

†Source: 1987 WM Survey

YOU CAN'T IGNORE PROVIDENT MUTUAL

We think this counts as 'best advice'. We've been in the business for longer than most and we're still amongst the leading performers. In 1987 our pooled pension fund returned more than three times the national average (12% as against 3.4%)*. With over £1,500,000,000 under management, and several hundred clients, that makes a lot of difference to a lot of people.

PROVIDENT MUTUAL

PROVIDENT MUTUAL MANAGED PENSION FUNDS LIMITED, 25-ST MOORGATE, LONDON EC2R 6BA. TELEPHONE 01 629 3232.

PENSION FUND INVESTMENT 9

Investment principles in the City

Institutional power is as strong as ever

BIG BANG may have changed many things in the City, but it has done nothing to dislodge UK institutional power. Power, though, brings responsibility, and questions of investment ethics slimmer as persistently as ever.

Perhaps the most fundamental issue to be raised over the past year has been "short-termism" - the matter of whether institutional fund managers are prone to snatch short-term profits when

concept we fully report," commented John MacLachlan, in his last annual statement as chairman of the NAPF Investment Committee. "We await with interest their initiative in this area of investor relations."

There, many fund managers privately concede, may come the rub. Whatever the good intentions, these pressures do not fit easily with the close supervision of underperforming investments. The market is a quicker and

Stock Exchange - having effectively abandoned the pre-emption issue to shareholders in mid-1986 - re-entered as mediator. The result was yet another set of guidelines, endorsed by representatives from all interested parties, including the NAPF.

With International Stock Exchange monitoring the annual disapplication limit returned to 5 per cent, but with a rolling 7.5 per cent limit in any three-year period. Company directors were to be accountable to shareholders for the expenses of any non-pre-emptive issue and would have to provide an explanation if an issue appeared to have been underpriced.

Now all this is changing. Everybody carrying on investment business must become authorised or else he will be committing a criminal offence. In practice, applications for authorisation should have been submitted by P-Day, February 27 in order to be sure of at least provisional authorisation by April 28.

The requirement for authorisation covers all the different types of pension fund managers whether the big merchant banks, the small independent houses or the in-house investment managers employed by some of the large firms. They are qualifying through membership of the specialist self-regulatory body for portfolio managers, the Investment Management Regulatory Organisation (IMRO).

This is one of up to five SRGs which have been recognised by the Securities and Investment Board, the watchdog body which has been granted extensive regulatory powers under the FSA.

Unfortunately the position of pension funds is not always entirely clear under the Act as it

now stands. They operate in a somewhat anomalous way on behalf of their members, and at one stage during the development of the legislation the National Association of Pension Funds argued that pension funds did not need regulation at all because they were clients of the investment industry rather than providers of services themselves.

That argument failed to be taken fully on board, but the position of pension fund trustees (as opposed to fund managers) needed to be addressed. Trustees do not usually manage portfolios in any continuous way, but they may impose conditions on their investment managers and they may occasionally interfere directly in the investment decision-making process, for instance during takeover bids.

It turns out that the drafting of the Act to take account of this has been distinctly unfortunate. The problem lies in the controversial Section 191 which lays down that trustees are exempt from the need for authorisation so long as all "day to day" investment decisions are delegated elsewhere.

Presumably this was intended to grant trustees the flexibility to take occasional investment decisions. But the lawyers are concerned about the Act's ambiguity. Does day to day relate to the frequency of individual decisions? Or does it refer to the nature of each decision, so that only very special actions could be clearly seen to be exempt? Some lawyers are concerned that even a single act of interference by trustees in, say, a takeover situation, could be illegal given that takeover bids are routine affairs.

Clearly the Act was not intended to operate in this way, but the trouble is that once the

Regulation of UK investment activities

A legislative watershed looms



answers to the problems of trustees.

While pension funds themselves have specific difficulties with the Act, external managers of pension funds are only concerned with the general compliance problems which face all investment practitioners in the UK from the end of this month.

To begin with, the average IMRO member firm will pay around £4,000 in membership fees, but the total costs will be much higher, given the extra legal and auditing fees required, and the need for larger firms to develop their own in-house compliance departments. In several cases, too, investment management firms have been required to increase the amount of capital in order to meet new scales for the availability of resources.

During the next few months, investment managers will be required to draw up comprehensive new client agreement letters which will spell out the terms of investment management contracts in a way never done before. This could have the effect of requiring separate identification and codification of practices which were never properly disclosed before.

Although few public scandals have emerged from the pension fund investment industry, there have been various complaints about slack practices, hidden charging and conflicts of interest.

The Stock Exchange's Big Bang in 1986 removed many of the commission-splitting practices which had been one source of friction. Now the new regulatory regime in 1986 could further open up the opaque world of institutional investment management. The result could be cleaner, but clients are likely to have to resist pressure for them to pay higher fees, on the argument that the extra costs of regulation must be passed on.

A roughly similar slimline regime is being devised for in-house pension fund managers. These certainly need to be authorised, for they implement day to day investment decisions. However, they do not deal with the public and therefore do not need to comply with the full investor protection regime required by the Act in more normal circumstances.

Although the special provisions for trustees may suffice for the time being, a more permanent solution needs to be arrived at. According to John Morgan, this may well require amendments to the primary legislation. However, this is a complex area and careful thought is required. One of the problems with the FSA was that hastily-conceived clauses were inserted under time pressure.

There is now a need for detailed consideration of the interaction of the FSA with the law of trust, and the SIB is setting up a working party to find

"Too much attention has been concentrated on the short and long-term ends of the spectrum and there has not been enough attention to the area in between."

industrial considerations would be better served by a long-term view.

The problem is scarcely new, but the takeover wave during the mid-1980s gave it heightened prominence. In particular, the staunch defence offered by Pilkington to the STR bid in early 1987, a campaign which stretched well beyond the City itself.

Scarcely surprising, perhaps, that David Walker, executive director of the Bank of England, should choose the 1987 National Association of Pension Funds (NAPF) conference to air the subject.

Mr Walker took a pragmatic view - that "too much attention has been concentrated at the short and long-term ends of the spectrum and there has not been enough attention to the area in between" - and expressed more concern with the practical ways in which funds could act as responsible shareholders. His suggestions ranged from the promotion of better boards to regular use of voting rights, from the question of a "code of best practice" for listed companies to the use of audit committees.

And he was not without some sympathy for the pressures fund managers operate under. "It is important that trustees should give fund managers realistic performance objectives. It is just not reasonable to expect consistent above-average performance, and I submit that trustees should not insist on exacting their fund managers consistently to achieve the top quartile."

If pension funds took some heart from that, they may have found even more reassurance in the subsequent report from the CBI Task Force, which made no case against them on this issue.

"The final report, which emphasised a much closer relationship between companies and institutional investors leading to a better flow of information is a

easier solution. Perhaps, then, it is fortunate that hostile bid activity is waning, while the issue may slip from the forefront of the public mind, it is unlikely to be easily solved.

Other issues of investment principle have tended to be of a more practical nature. One of the direct results of Big Bang was a tendency by the UK merchant banks to flex their new-found muscles, with the result that the whole question of pre-emptive rights came to a head over Fisons last October when it was provided by an increasing number of non-pre-emptive cash-raising issues made by companies outside the UK - in particular, in ADR form in the US, and on the Euromarkets.

Matters came to a head over Fisons last October when it was provided by an increasing number of non-pre-emptive cash-raising issues made by companies outside the UK - in particular, in ADR form in the US, and on the Euromarkets.

Retaining their initiative, the insurance companies promptly put out some new, and more restrictive, guidelines. These opposed any displacement of pre-emptive rights - something which companies are obliged to ask shareholders to approve - for more than 2.5 per cent of the issued share capital.

The response of the pension funds was slightly different, although it stressed that it was in no way undermining the insurers' stance. The investment protection service suggested that disapplication proposals which resulted in the issued share capital increasing by more than 2.5 per cent in any rolling five-year period should be queried, and that members should oppose the extension of disapplication to guest-equity.

Matters concerning institutions of clinging to their underwriting commissions should be directed towards deep-discount issues, added the Investment Committee.

In the event, however, the

Certainly, the wave of non-pre-emptive issues has abated, although Mr Brydon concedes that "one or two" have slipped through in breach of the guidelines - largely on the underpricing question.

If pre-emption was very much a City concern, the question of executive share options claimed a much wider audience. Again, this matter came to a head over one specific scheme - that being introduced by Burton, the high street retailer.

That Burton caught the flack was, perhaps, unfortunate. The extremely high salaries earned by directors gave the whole issue an emotive gloss; the chairman's personal life provided the tabloid with a field day, and the general brouhaha tended to overshadow a more fundamental issue - how much "performance" is desirable when it comes to top-level pay, and how much dilution funds are prepared to accept in return.

Again, guidelines were reviewed - and again the NAPF remained rather less specific than the insurers.

Broadly, it has stuck to two principles: that any option scheme which would breach the four-times salary limit must be pre-empted, and that no more than 10 per cent of a company equity should be tied up under all employee share schemes. Unlike the insurers' it has not detailed the performance criteria required. "What is good for one company is not necessarily good for another," argues Donald Brydon.

Not has the NAPF specified that there should be a "cap" to avoid an excessive amount of options being granted to any one individual - the main concession which Burton eventually supplied. However, Mr Brydon adds, "I think it is fair to say that the original Burton scheme wouldn't have fitted in."

On the more recent question of the re-issue of share options - a question mark thrown up by the October crash, which dwindled the immediate potential of many schemes - Mr Brydon says the NAPF is firm. "No relaxation - after all, shareholders have to abide by the share price and these schemes are not meant to be a short-term reward."

Other points of principle remain less dramatic in the background. The question of self-investment has bugged institutions - in particular the pension funds - for years. The IPC has been studying the question during the past year, with the behaviour of the Brent pension fund during the bid from English China Clays providing ample evidence that the issue is far from dead.

Its findings are only now being written up. Broadly, according to Mr Brydon, these suggest that the practice is "not in the future." The conclusion of the report will probably be a warning note rather than outright condemnation of self-investment, stressing that the whole business is fraught with conflict of interest. "Best practice" guidelines may also ensue.

The shifting structure within which funds operate is the other source of question-marks at present. The Investment Committee anticipates an ongoing workload as the issue of pension fund taxation slimmers; a heap of potential "European" issues loom as 1992 approaches; and then there are various matters arising from the new Financial Services Act.

Not least of the pension funds' concerns recently on this last score has been the introduction of additional contract levy by The Securities Association. This is designed to fund fees to the Securities and Investments Board. Most pension funds, however, are already registered with, and paying fees to IMRO, the investment managers regulatory organisation.

In effect, institutions fancy they are being stung twice - and have raised an irate protest. As one fund manager puts it, "The charge may only be 20p per contract, but principles are still principles."

OBLIGATION

a Swiss investment fund managed by

BANQUE PARIBAS (SUISSE) S.A.

has been awarded the

PERFORMANCE ACHIEVEMENT CERTIFICATE

by Lipper Analytical Services, Inc.

for its

No 1. RANKING among Swiss bond investment funds in 1987

BANQUE PARIBAS (SUISSE) S.A.

2, place de Hollande-1204 GENEVA

KNOPPERS BOGAERS DEWIT

A fundamental approach to investment consultancy.

For KBW the fundamental approach strategy is the focus. As well as their key to success! The three partners have long experience in international investment consultancy. They are financial all-rounders but individually each has his own approach in the areas of shares and bonds, options and analysis. In this way their advice includes the extra value of their integrated specialisations.

Active. Effective.

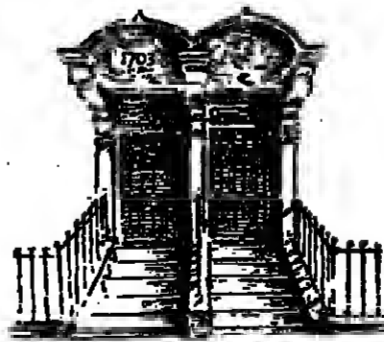
STOCKBROKERS AND INVESTMENT MANAGERS

Knoppers, Bogaers, De Wit bv. De Ruyterkade 143, 1011 AC Amsterdam Phone: +3120261811, Fax: +31202629284

Model Text

Pensions. Our policy.

- ☛ After 120 years of managing money, it's hardly surprising we've developed a successful investment policy along the way.
- ☛ It's one that's paying off for pensions just as it does for our other long-established investment services.
- ☛ For a start we believe in excellent asset allocation and stock selection. And before you say 'doesn't everybody?' it's worth seeing the results of our choices.
- ☛ Our average pension fund return last year (excluding property) was 3.2%, or around double the industry average. Our average pension fund UK equity return was 14.3% against the FT-All Share return of 7.8%.
- ☛ And to show these weren't just one-offs, our long-term performance figures will prove beyond doubt that experience pays.
- ☛ Talk to us for the full facts and figures. Our policy could well fit in with your plans.



Foreign Colonial

Pensions

Foreign & Colonial Management Limited, 1 Laurence Pountney Hill, London EC4R 0BA. A member of IMRO. Telephone Heather Roberts on 01-623 4680.

PENSION FUND INVESTMENT 10

Passive management/indexing

Large volume, low margin business

THERE IS an undoubted attraction to an investment manager who guarantees that he will beat the performance of most other managers over the next year but only charge you half as much or less - particularly after the dire performance of many pension fund managers in 1987.

Last year is not an isolated case. Around three quarters of fund managers underperform the market in the long term, says Mr Ed Brill of Bankers Trust in London.

The reason, quite simply, is that they are the market - or at least a large chunk of it. They are playing a zero-sum game, with as many winners as losers. Add in transaction costs, and most will underperform the index. As a result, the median fund manager will do worse than the market index by between 0.5 per cent and 1 per cent.

One way out of this might be to profit at the expense of other groups like individual or foreign investors, who are disadvantaged by being further from the market. The theorists say that this is impossible: information which is available to the market as a whole is quickly assimilated into share prices. Only those with genuine inside information outperform other shareholders.

This efficient markets theory, firmly established in the hypothesis-loving US for two decades and increasingly popular in pragmatic Britain, both defines the underperformance conundrum and indicates the way out of it. If you can't beat the market, buy it, say the theorists: that way you will do as well as the average manager. By setting up a fund which tracks the stock market index you also avoid the dealing costs of active managers, and so return a better result.

Managers who profess this faith, which involves a belief in stock market valuations being right in the long run, stick to it rigidly. BZW, for instance, had

planned to launch a small company index fund on the day the stock market crashed last October. Short-term movements are irrelevant, it reasoned: besides, shares are cheaper now than they were last week. It invested \$20m within a week.

Under \$10m is estimated to be under management in this passive way in the UK, most of it linked to the all share index. Two banks dominate the field: BZW, which has about \$3bn, and County, with \$2.7bn. Phillips & Drew, one of the first into the field in the UK, has \$200m under passive management, while smaller amounts are managed by the likes of Legal and General, Prudential and Bankers Trust.

Much more money may be chasing stock market indexes. Some pension funds run in-house indexed funds. And many other managers, who put a proportion of their funds into "safe" blue chips, are engaging in a closet (and unscientific) form of indexing.

It is not surprising that the clearing bank subsidiaries lead the way. Passive management, or indexing, is a large volume, low margin business run on computers and relying on efficient administration. Estimates of when a manager breaks even vary between \$200m and \$1bn of funds under management.

It is a "big, boring, clerical" service, says Mr James Woodlock, a director of BZW Investment Management. "We're a cost centre. It's a technical service, and we're trying to do it more efficiently all the time."

Braun-power is still needed to develop the statistical techniques to track the market and to monitor portfolios. But the choice of technique is unlikely to matter significantly to the consumer, despite the claims made for rival methods.

Three systems exist. Full replication, which involves reproducing the entire index, is rarely

applied to the all share index: buying all 728 costs would be costly, and dealing in some shares where a thin market exists would drive prices up against the manager. There is also the not inconsiderable problem of reinvesting dividend income to maintain the profile of the fund. Replication is more commonly applied in the US or other markets where fewer stocks make up the index.

Phillips & Drew is almost alone in using this method in the UK. Its changes - 0.1 per cent, and less for large amounts - are the same as followers of other methods. And its tracking error, at 0.2 per cent, is better than many. The ability to guarantee a near-perfect replica of the index more than compensates for the extra cost and administrative hassle, says Mr David Hobbs, a director of Phillips & Drew Fund Management.

The second method, stratified sampling, seeks to reproduce the index using fewer stocks. All large company stocks are bought together with a sample of small ones, to reproduce the capitalisation and sector weighting of the market as a whole. This is too simplistic, say detractors: by focusing only on these two weightings, it fails to give investors the benefit of the market as a whole - for instance, the claimed outperformance of small companies.

Bankers Trust, which uses this method, says it has been 0.39 per cent out in its tracking of the all share index over the last three years.

The third method, called optimisation, is a more sophisticated sampling method used by both BZW and County. A computer analysis of a range of risk elements that affect share prices, such as inflation and movements in the oil price, is used to project a portfolio that echoes the risk pattern of the market as a whole. A range of portfolios may achieve

the same objective, so the one which best matches a fund's existing portfolio is picked to minimise the costs of switching. Critics claim that since this method relies on past share price movements, it gives an imprudent prediction of future patterns of risk.

A small segregated fund, with around \$10m in equities, would track the index to within 0.5 per cent using optimisation, says BZW. Pooled funds are available for trustees who want to commit less to indexing than this. The results are good: County, which has been as much as 0.5 per cent out in an individual quarter, reckons that overall since starting in the business it has exactly matched the range of index returns.

If the results of these three methods leaves little to choose between managers, costs (at around 0.1 per cent) also vary little.

One factor that could influence the choice of passive manager is the range of services an offer. Simple indexing to the UK stock market may be the most popular method, but other techniques are gaining popularity. BZW, for instance, has \$250m tied to international indices, whereas a year ago it had none. Choosing the index - and the proportion of a fund committed to it - demands the first active decision of passive management.

The rest of a fund can be invested more readily than a traditional actively invested fund. The manager knows that a safety net is in place. Passive managers claim that the big active managers of today will be forced out of the middle ground: they will have to offer a combination of passive and highly-specialist active management, rather than their current woolly blend which fails to make a clear enough distinction between the two.

Another service, known equivocally as "active/passive," has

developed out of these ideas. It is based on the theory that individual national markets may be efficient, but there is less efficiency between each market.

Not enough information has yet been collected to prove (or disprove) that managers are any better at picking individual markets than individual stocks. But fund managers who have long argued that the Tokyo stock market is set to crash are no doubt feeling sheepish about their skills in this area.

Passive managers are also becoming more active in other ways. Indexed funds chase mediocrity, say the critics: so managers react by "hitting" their indexed funds with various risk weightings. This can be used to suit the needs of particular pension funds.

For instance, an immature fund with few cash calls on it can afford a high equity weighting in the portfolio, says Ms Angela Richardson-Sumbury, a director of County NatWest Investment Management. "We find ourselves working more often with actuaries to meet their specific requirements over the long term," she says. Mr Lindsey Tunstun, a director of BZW Investment Management, says that actuaries and trustees should make it clear to fund managers what it is they want to achieve: the techniques are there to produce the right results.

The qualitative techniques used to do this, which are the same as those used to set up "optimised" funds, are catching on fast. The distinction between active and passive looks out of date as a result.

"We are using computer models in a way which selects stocks which will potentially outperform the index. We don't believe completely in efficient markets," says Ms Richardson-Sumbury.

Richard Webster

Master Trust Services

A debate over cost savings

INVESTMENT MANAGEMENT tends to be loosely described as a single activity, but in fact it comprises a whole range of separate services. Traditionally, these have all, or almost all, been bundled up into a single package by balanced managers in the UK - but this neat system is beginning to come under threat.

In part, this is because of changes in market structure and regulation. First, the Stock Exchange's Big Bang of 1986 caused banks and stockbrokers to rationalise their charging structures. Until then, they had depended partly or wholly upon commissions on securities transactions for their remuneration. This encouraged cross-subsidisation, which is now less easy to sustain.

Secondly, the process of increasing the transparency of charging within the investment management activity has been accelerated by the new regulatory regime for investment business. The main provisions of the Financial Services Act come into effect on April 29, and then, or soon afterwards, investment managers will need to circulate, for signature, client agreement letters which spell out their terms and charges in considerable detail.

So it could soon become much easier to unbundle the package of investment management services into its component parts. This has already become common practice in the US, where so-called master trust services are employed by pension funds separately from investment decision-making.

The component services include custody, or safekeeping of securities, accounting and reporting, valuation, performance measurement, cash management, foreign exchange facilities, management of stock lending, and tax reconciliation.

The international commercial banks, with their data processing skills, are attempting to encroach on the traditional preserves of the balanced managers. They are helped in this by the increasing trend towards the splitting of large funds into component specialist funds, often run by relatively small, independent investment management firms.

At Citicorp in London, William Littleboy focuses on the scope for taking much of the administrative burdens away from fund managers, and for increasing the quality of the information which they have at their disposal.

"We provide support services to help investment managers make better-informed decisions," says Mr Littleboy, who is vice-president in the bank's investment industries division.

The American banks in general are making quite a push into investment services, in a much broader way than the UK clearing banks which have focused upon traditional custody activities. State Street Bank, one of the leaders in the Master Trust business in the US, played a notable role in the splitting of the \$300m

Rolls-Royce pension fund into many specialist components in 1988.

Chase Manhattan is another US bank which is also active in this area in the UK. Ambitious moves have been made too, by Bankers Trust which last year bought the WM Company, the largest UK pension fund performance measurement specialist, and last month announced an expansion plan in Edinburgh to develop its global custody services. Northern Trust and Chemical Bank are also in the frame.

Robert Ross of pension consultants Frank Russell International, a firm which was also involved in the Rolls-Royce reorganisation, says that there has been considerable progress in product development.

"A couple of years ago we would have said the systems of the US banks had not been properly adapted for the UK. But now

costs being achieved? The promoters of master trust services would argue that they are simply bringing costs out into the open, and allowing funds to benefit fully from, for instance, the management of cash.

Liquidity management is very important for pension funds, especially when they retain several different managers. All the time cash is flowing in and out, from contributions, dividends and transactions, and it is crucial that it should be managed centrally.

Have balanced managers, such as the merchant banks, always in the past controlled cash balances to the maximum advantage of clients? Have foreign exchange deals always been done on the best possible terms? At the very least, there is a conflict of interest inherent in an integrated set-up.

The fact that so many pension

The focus of master trust services is on helping the fund manager to do his job better, through a custody service that combines efficient settlement with rapid and accurate information, but balanced managers claim that they can save money by providing similar services in-house.

several of them have been," he suggests.

The trend clearly suits Frank Russell, which has prospered in the US by taking on the enhanced consultancy role which emerges when balanced managers are replaced by a much larger number of specialists.

In fact, the lack of adequate master trust services in the UK, where the US commercial banks have, in particular, been slow to get on top of the problems of reclaiming tax, has held back the specialisation process. So is the way ahead now clear?

"It will be a long time before the master trust set-up is adopted by a majority of pension funds," admits Mr Ross.

Cost is one hurdle to be overcome. It can be alarming for pension fund trustees to be confronted with charges for a whole range of services which they had previously been hardly aware of. Moreover, the banks appear to be charging fairly heavily initially for services which are difficult for them to cost accurately until they have been running for some time.

Meanwhile the balanced managers argue that they are efficient and can save money by providing custody and other services in-house. Both they and the smaller independents argue that it costs them more to deal with a variety of banks retained separately by their clients than to process all their clients' transactions through their own bank.

The question here is whose costs are really being saved? And who benefits from any efficien-

funds have become disenchanted with the lacklustre performance of many of the traditional insurance companies and merchant banks as fund managers could indicate that hidden charging has been far from unusual.

All the same, William Littleboy of Citicorp recognises that US master trust services cost much more than a UK pension fund is prepared to pay.

He says, however, that the gap essentially represents a duplication of the investment accounting function, which in the UK is provided separately by specialists. Other costs are already being paid by a fund but the fund may not always realise this.

At Citicorp, he explains, the strategy is essentially to sell custodial services with options for providing a complete back office function.

"Master trust is one of these options. It has been very successful in the US, but it is not central to our role in the UK," he says.

Meanwhile the focus is on helping the fund manager to do his job better, through a custody service that combines efficient settlement with rapid and accurate information. The aim is that a fund manager should be able to know from a screen on his desk exactly what his portfolio physically consists of. He should not be misled, for example, into trying to sell securities the purchase of which has not yet been settled.

"Decisions should be executable," says William Littleboy.

Barry Riley

HENDERSON · PENSION FUND · MANAGEMENT

Why Henderson should manage your pension fund.



To begin with we're independent. We're not connected with any financial conglomerate. We're not involved in corporate finance or making markets. All we do is manage investments.

Henderson offers a range of services to suit the needs of all sizes and types of UK pension funds.

Our segregated management provides a balanced portfolio with an equity bias, covering the world's investment markets.

Our specialist equity management offers the choice of a truly international portfolio or a portfolio drawn from any of the world's markets.

Henderson's pooled fund service for smaller pension schemes follows an investment strategy identical to our discretionary segregated pension funds.

You'll also find a complete range of exempt unit trusts designed to fulfill the needs of UK pension funds seeking specialist exposure to individual markets: Henderson Japan, North America, Smaller Companies, European, High Income, Pacific and Global Technology.

Whatever your needs, you'll benefit from our experience of managing UK pension fund assets currently valued at over £4.7 billion. And from the style of management that produces long term above average results. Our median segregated return for the 5 years ending 31st December, 1987 was 19.1% pa against the typical UK pension fund return of 17.4%.

For more details, ring Mike Anthony or Richard Garland on 01-638 5757. Or write to them at Henderson Pension Fund Management Limited, 3 Finsbury Avenue, London EC2M 2PA.

HENDERSON
THE INVESTMENT MANAGERS

How to orchestrate a sound performance

In fluctuating and frequently erratic markets, the demands on today's fund managers are ever increasing, requiring proven ability and skills to orchestrate different elements such as currencies, share values and interest rates.

At Swiss Life, we have those skills and abilities. Our investment performance has been producing results that truly reflect our expertise. Our experience covers fund management for segregated portfolios as well as pooled equity, international, fixed interest, index linked, and property funds.

For further information, contact Harvey Kember at our office in Sevenoaks for the details on how your pension monies can best participate in this successful independent fund management.

Swiss Life

A sound performer

Swiss Life Pensions Limited
9 Cheapside, London EC2V 6AL, 01-236 3841
101 London Road, Sevenoaks, Kent TN13 1AX, (0732) 450161
Zurich · Munich · Paris · Amsterdam · Brussels · London · Madrid · Luxembourg · Milan

PENSION FUND INVESTMENT 11

Portfolio measurement

Methods which sort out truth from dressing up

MEASUREMENT, at regular intervals, of the investment performance of the underlying portfolios has now become standard practice in pension fund investment operations.

Charting the progress of the fund is essential for the trustees of the scheme and for the employers backing the scheme. The scheme actuary invariably refers to the investment performance in his valuation reports.

And the fund managers themselves actively seek independent assessments of the performance of the fund or funds under their management.

They seek this information, not only to check on progress and the effectiveness of their decisions, but as a vital requirement in the quest for acquiring new funds or holding on to existing funds.

A fund performance report from the UK Company, the UK Index in the field of performance measurement, or some other performance measurement company, is an essential curriculum vitae in any "heavy parade" of contestants for the fund managers' job.

Thus it is essential that the methods used to assess performance measurement are not only accurate, but fair in the ultimate analysis.

Fund managers inevitably try to dress up their historical record to make it look attractive. They may choose particular periods which show outperformance, excluding bad years where possible. They may strike funds which they no longer manage from the record, if they were bad performers (which they probably were).

Such manipulation apart, a more technical example of the need to eliminate bias as far as possible relates to the actual method of calculating the return on the fund.

The actual return achieved on the fund, known as the money-weighted rate of return, is a measure that trustees will require. It shows how well the fund has done. It can be compared with inflation and the rate of increase

in salaries and earnings - the first objective of any pension fund investment.

However, the return relates very much to the timing of when the investment manager receives new money to invest. Often this is not under his control and can present a misleading picture of the manager's underlying achievements.

So the usual standard of performance measure to assess the capabilities of the investment

The actual return achieved on a pension fund investment, known as the money-weighted rate of return, is the measure that the trustees require. This shows how well the fund has done

manager is the time-weighted rate of return - a series of connected money-weighted rates of return.

This method eliminates any bias imposed by the timing of new money into the fund and has long been accepted as the standard for assessment. No one would use the money-weighted rate of return for comparison.

However, there is a need for trustees to understand the difference between the two systems and how to use them.

If they are comparing the progress of the fund against the rise in earnings, they should use a money-weighted rate of return. But if they are comparing their pension fund with other pension funds, then they should use the time-weighted rate of return.

The new pensions changes are resulting in money purchase pension schemes that will require careful treatment.

Those money purchase schemes that invest in equities, property or a mixed basis will operate on a unitised basis on a par with unit trusts.

At present unit trust performance is judged solely on the movement in the unit price - a

time-weighted rate of return. This is suitable for comparison of the standard unit trust lump sum investments, but not for measuring the growth in a fund that is receiving regular contributions.

Trustees will still need in-depth, independent performance measurement for money purchase schemes. They should not rely solely on the unit price movements just to save costs.

However, any assessment of the investment manager's performance should go far deeper than a mere comparison of rates of return.

The science of performance measurement has grown apace over the past two decades and some very sophisticated techniques have been devised. But it is also a new science and changes can be expected in techniques.

The analysis of performance would endeavour to distinguish the sources of the return.

Much has been written on investment management styles - with the "bottom up" manager whose style is to select the individual shares and the "top down" manager who concentrates on sector selection.

The techniques have been designed to break down performance into sector analysis and then stock selection to highlight the success of investment managers in each of these fields.

The one major area that needs highlighting in any assessment of fund managers relates to the risk element in their portfolios. Trustees need to know the degree of risk associated with an investment return.

In the US, risk analysis and the use of Modern Portfolio Theory

have been well developed. However, UK performance analysts are still very wary of the underlying definition given to risk.

The UK analysts feel that investment risk is much more subjective than implied by the precise measurement techniques used by the US analysts.

The performance assessment of fund managers should take into account the nature of the existing portfolio and any investment constraints placed on the manager.

For example, many major funds hold substantial property assets. During the years of the equity bull market, these funds outperformed those with a much lower property content. Yet by its very nature these funds could not undertake substantial divestment of their property holdings.

Last year, the situation was reversed with performance including property outperforming that excluding property.

The performance analysis from an independent source should identify these constraints and show the effect on the overall return.

In this way, trustees and employers can see the cost, in performance terms, of having such restraints. But as far as the investment manager is concerned, his investment record does not get dragged down (or boosted) by the effect of constraints.

If the manager's style is sector selection, then the report would assess his capabilities in this field against others and against the indices. Similarly with stock selection.

Many external fund managers will be involved in various types of funds - some completely discretionary, others with constraints.

The bottom line assessment of managers would be based on his aggregate performance with discretionary funds. But in assessing his performance on stock selection, for example, the analyst would use as many funds as possible where the operating conditions were not too dissimilar.

Eric Short



Agitated moments in the City during last October's stock market crash, which had a profound effect on investment strategies

Management fees

Long-term view looks best

THE 1980s have been a boom time for the fund management profession. Rising stock markets have meant increasing funds under management which have in turn led to higher fees and higher salaries.

As the stock markets boomed, so did the perceived value of the fund management companies themselves. Several groups went public on the back of impressive profits records.

But last October's crash dramatically changed the picture. Funds plunged in value with the inevitable knock-on effect on fees. Although there may be scope, in the long term, for fees to rise, in the short term managers will be forced to accept lower revenues unless the bull market returns.

Before Big Bang, managers had a cushion against the fluctuations in the stock market. As well as the standard fee, based on the size of the funds under management, there were other "hidden" charges.

The best known "extra" was continuation. That was a loophole in the commission laws which allowed investors to bundle together all the trades they had done during a three month period and pay the commission rate applicable to a single transaction. Under the old minimum commission system, continuation resulted in substantial savings.

Before Big Bang, many investment managers bundled up their transactions to take advantage of continuation savings but charged

their pension funds clients the full commission rate. One estimate was that managers were earning the equivalent of 40 per cent of their stated fees by this method.

The system attracted widespread criticism. Some felt it favoured the large investment management houses which had more scope to bundle together large deals. Others felt that it encouraged managers to "churn" portfolios - that is, to deal more frequently in order to generate commissions.

When Big Bang resulted in the end of continuation, managers increased basic charges in an attempt to compensate for the loss of the "extras." Not all were successful. Trustees in the larger pension funds were able to use their stronger bargaining position to force charges down. The classic example was British Rail which restricted charges to 0.1 per cent of funds under management.

As things worked out, fund managers did not suffer unduly - 0.1 per cent may be a small proportion but on billion pound funds that are growing at 20 per cent a year, it still represents a lot of money.

Charges now work on a stepped system. Smaller funds might pay as much as 0.5 per cent of assets with the charges gradually reducing in scale as the funds get larger. The biggest funds tend to pay between 0.1 and 0.15 per cent.

There are exceptions, Specialist

managers, covering particular fields of investment such as property or specific overseas equity markets, can justify higher charges than those that apply to a balanced (ie diversified) fund.

But the scope for fund managers to specialise is limited. Many trustees are unconvinced that the division of fund management by speciality, is the strategy that produces the best returns. And in any case, it takes time and money for a fund manager to build up a convincing track record in a particular investment area.

One extra charge is still levied by some managers - a levy of 0.25 to 0.5 per cent on overseas transactions. The theoretical justification is that researching and managing overseas investments is more expensive. But Colin Lever of consultants Bacon & Woodrow believes that trustees are starting to challenge such levies. "The size of the charges doesn't always seem to be justified," he says.

There is another potential option for managers who want to increase their fee income. If active fund management adds value, as they often claim, why not tie fees to performance? The better their investment strategy, the more they will earn.

There are snags in this apparently simple idea. One obvious flaw is the fact that many fund managers fail to outperform established benchmarks like the AllShare Index. Tying their fees to their performance might be

positively damaging.

Another problem is in devising the right kind of performance measurement. Managers are already criticised for short-termism because of their desire to show up well in performance tables; that tendency would surely increase if payments were performance related.

The trick, according to Colin Lever, is to design performance criteria that require long term excellence. "That way you avoid managers doing well for a short period and then resting on their laurels" he explains "and you also avoid the tendency for managers to go for broke and take too many risks".

Performance-related fee structures may become more common, but the process is likely to be a long term one. So is there anything managers can do in the short term to increase their fees in the event of a prolonged bear market? Trustees seem unlikely to be convinced by tales of crash-induced penury.

If any managers said that he needed to increase his fees because of the crash, I think the trustees would show him the door" says Lever.

British fees are considerably lower than those charged in the US and in the long term, UK fees are likely to increase. But for the moment, fund managers will have to tighten their belts and pray that Black Monday was an anomaly.

Philip Coggan

23.9%

from 1982-1986

7.4%

in 1987

Clerical Medical Investment Group's PENSION FUND MANAGEMENT Continues to Cut a Fine Figure

Staying ahead of the competition has become a tradition for PENSION FUND MANAGEMENT (PFM), Clerical Medical Investment Group's Segregated Investment Management Service. Since its launch in 1974, PFM has shown it can produce performance figures in the upper quartile in both Bull and Bear Markets. Take the years

between 1982 and 1986, for example, the PFM Aggregate* return for this bullish period was well above average at 23.9% per annum in 1987 - the year of the crash - PFM successfully stayed buoyant by achieving a return of 7.4% placing it well in front of most other management groups. (A recent survey of 22 pension fund managers revealed an average return of 2.3% per cent for 1987.)"

These strong performance figures are directly attributable to a tightly-knit team of managers, who currently manage funds valued at £750 million. By wisely pursuing a strategy of balanced investment across major sectors of the market - they ensure PFM continues to cut a fine figure year after year.

For further information, contact James Stitt at 15 St. James's Square, London SW1Y 4LQ. Telephone: 01-930-5474

Clerical Medical
INVESTMENT GROUP

Clerical Medical Investment Group comprises Clerical, Medical and General Life Assurance Society and its subsidiaries.

*A member of IMCO

*The PFM Aggregate is the return achieved by all funds under the control of Clerical Medical Investment Group's PFM service, but excludes funds which have been managed for less than one year or which have a special investment policy laid down by the Trustees. The aggregate also excludes the fees for the service.

- Financial Weekly, February 18, 1988

PENSION FUND INVESTMENT 12

The independents

Hard fight to get into the winning lane

INDEPENDENCE HAS become a much-heralded virtue in the post-Big Bang City. But the extent to which it is the winning sales point in the pension fund arena is still a moot point.

The industry, having been dominated by the merchant banks throughout the 1970s, has certainly seen a heavy increase in competition during the current decade. Moreover, as the take up for grabs has grown dramatically, the share grasped by the likes of Henderson, Fidelity, or Murray Johnstone has risen.

That said, the independents have yet to dominate at the expense of the industry's former heavyweights - and the past year appears, if anything, to have boosted the integrated houses' entrenched position. As Norman Pilkington, chairman of equity specialists, Geoffrey Morley & Partners, puts it: "It's a difficult market to get into. A lot of people are trying, and a lot of people are throwing a lot of money at it."

Within the table of the top 20 pension fund managers, Murray Johnstone and Gartmore are the only two independents to rise in their rankings - Gartmore, in fact, did not make the top 20 last year. Aside from the continued growth at Mercury Asset Management, however, the most dramatic advance has come at Phillips & Drew Fund Management, which has climbed from fifth to second place at the expense of Robert Fleming, BZW and Schroders.

Phillips & Drew is now one of only two stockbroking firms in the top 20 and, although run quite separately from the broking business, is ultimately owned by Union Bank of Switzerland. A good number of brokers' fund management arms, of course, are

now absorbed into parent merchant banking businesses - one of the outcomes of the Big Bang marriage whirl.

The cake up for grabs has grown dramatically

The other stockbroker of significance remains Cazanove, although its experience during the past 12 months appears less happy than that of Phillips & Drew.

In terms of the advantages of independence, MAM poses an interesting case. The company, whose lead over its competitors has strengthened slightly during the past 12 months, distanced itself somewhat from Mercury International Group - now formally renamed Warburg - in March 1987.

One quarter of MAM's equity was offered to MIG shareholders (and MAM employees) in a move which raised around \$38m-worth of new capital. At the time, MIG chairman Sir David Scholey cited increasing pressure on fund management companies which formed part of larger groups to demonstrate their independence as a primary reason for the float.

Given Warburg's hefty presence in the corporate finance arena, the cosmetic benefits seem undeniable. Whether a 75 per cent-owned subsidiary can really be classed as an independent is another matter.

Assessment of any figures for 1987, however, is complicated by the effects of last October's stock-market dive. Managers who foresaw the crash are few and far between, and a good number of

independents like to argue that the "middle of the road" approach to pension fund management by some merchant banks - possibly the higher weighting in fixed interest stocks - may have helped their position.

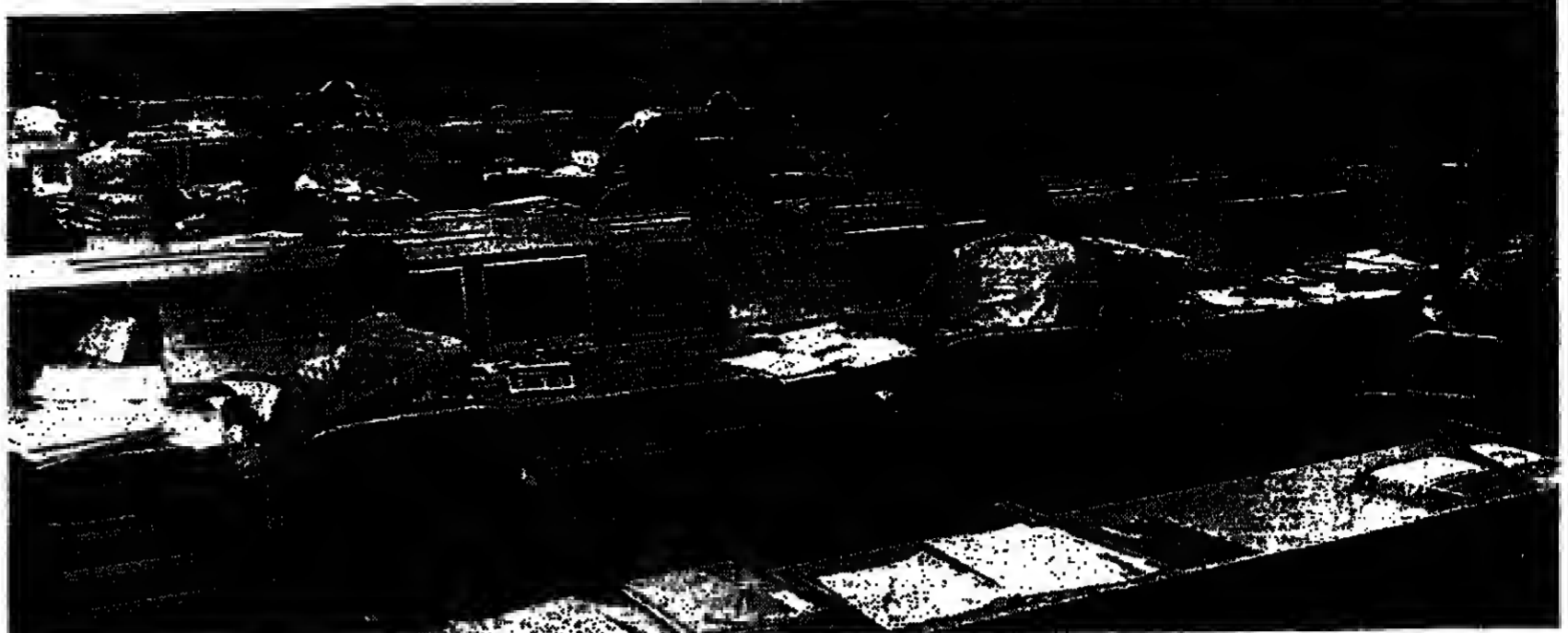
Whatever the merits of that argument, one point of agreement seems to be that the shifting of portfolios around the fund management industry - and the highly competitive beauty contests - could ease off somewhat.

That already appears to have happened post-crash, and as Mike Anthony at Henderson points out, the upheavals in the industry generally and the move towards portable pensions, would suggest "a year of less activity and change on the investment front" as minds concentrate elsewhere.

The other point which gives some independents heart is the thought that the UK pension fund industry may slowly drift closer to an American-style situation. A greater number of funds, they point out, are adopting a passive management approach for part of their funds and then placing out the remainder of their portfolio amongst different managers.

That said, the trend clearly has a long way to go. UK trustees adopting this approach rarely split the active part of the portfolio widely and rarely amongst firms of noticeably different character. Rather, such moves often seem to represent little more than a hedging of beta. Nevertheless, this is a trend which should slowly benefit the independents - always assuming management performance can keep pace.

Mikid Tait



The new 28-position dealing room recently opened by Scottish Amicable Investment Managers (SAIM) at the headquarters in Glasgow. The dealing room cost £1m and gives Scottish Amicable analysts the same up-to-the-minute information available to market-makers in the City of London and other international markets.

"Pension fund management, as a proportion of our total business, is more significant than any other major UK life company," says Douglas Ferrans, investment director for SAIM. "It amounts to 47% of our total funds under management of £5.7bn."

While the company's long-term investment performance is among the leaders in the UK pension fund industry, BAIS claims to have "weathered the market crash in October, better than most, and turned in a performance in 1987 of +6.5%, 40 different general and specialist funds."

Besides pension fund and investment linked monies, Scottish Amicable manage life assurance and more than 40 different general and specialist funds.

The boundaries of pension fund tax exemption

Inland Revenue tightens the net

THE INLAND Revenue has decided that pension fund managers may be abusing the tax-exempt status accorded to their investments. Earlier this year, a highly unusual Parliamentary statement revealed that 12 funds were under investigation by a Revenue special office.

Such reviews, believed to be focused at the moment only on the largest funds, are likely to spread more widely if it appears that some managers are acting more like traders than investors.

The Revenue's interest in this area, though public for only the last few months, is said to stretch back at least a year and a half. Its efforts are now concentrated in its special office in Sheffield, where 15 staff are believed to be hard at work on pension funds.

Such investigations usually begin with polite requests for information. But they can be more abrupt: one fund received a tax assessment for £20m out of the blue, says Mr Graham Ward, a partner with accountants Price Waterhouse. Such methods indicate the Revenue's serious aim in this area.

Behind these issues is the more fundamental question of how active a pension fund manager can be without risking the tax-exempt status of his investments. This question is not made any easier by the fact that there is no legal definition of what an investment actually is.

Profits made from stock lending - the provision of stock to another to cover his short-term deficiency - are taxable. Although there is no dispute about this, it seems that many funds are not aware of their tax liability, and hence not reporting it to the Revenue. This is not surprising, given that they don't fill in tax returns.

There are a lot of people who believe that anything a pension fund does, is tax exempt," says Mr John McLachlan, manager of Reed International's pension fund and until recently chairman of the investment protection committee at the National Association of Pension Funds (NAFP).

Needless to say, this has engendered a feeling of mistrust on the part of tax inspectors, who are seldom convinced that innocent mistakes and omissions are really innocent.

Profits made on financial futures and options on the other hand, are not taxable. Although this was enacted in section 45 of the 1984 Finance Act, it has not stopped tax inspectors trying to

investigate such instruments as trading rather than investment. It appears that the legal concession has stood up to the challenge.

Agreement is being reached in some of these areas: but the fundamental question of how active a pension fund manager can be without risking the tax-exempt status of his investments. This question is not made any easier by the fact that there is no legal definition of what an investment actually is.

Behind these issues is the more fundamental question of how active a pension fund manager can be without risking the tax-exempt status of his investments. This question is not made any easier by the fact that there is no legal definition of what an investment actually is.

The rate of turnover in a particular portfolio may provide a guide. Most managers have been getting more active according to the WM Company, the average UK equity is currently held by the average fund for two-and-a-half years. In 1981, the holding time was eight years, and ten years before that 15 years.

More information about the rate of buying and selling by individual pension funds will soon be available. Under DHSS regulations, the accounts that all pension funds must send to their members must show the total value of shares bought and sold during the year. This applies to all accounting years beginning after October 1986.

However, changes in turnover alone do not prove that an investment manager is trading in shares, rather than investing in them. Different market conditions demand different management responses, so turnover is likely to vary from one year to the next.

The issue is a difficult one for trustees. They are likely to take their duties as trustees more seriously than the danger of incurring a tax liability, and so would find it difficult to argue that their investment managers should be less active.

It is thought that no pension fund has yet been assessed to tax on the grounds that the level of turnover in its portfolio indicates that it has been trading rather than investing.

"There are funds which have been found guilty of some infringements," admitted them and paid up," says Mr McLachlan. But this is limited to issues like stock lending, he says.

The Revenue's attack on pension funds may not matter much anyway, argues Mr Ward of Price Waterhouse.

He reasons like this: under the 1986 Finance Act, funds are taxed if they have a surplus of more than 5 per cent. A popular method of reducing a large surplus is to reduce a company's contributions to the fund. So if an investment manager achieves better results through trading, then the surplus is larger and the company cuts its contributions - leading to a larger corporation tax bill. Since the tax is paid one way or another, why attack what fund managers do?

This line of argument implies that the special office investigation owes more to the Revenue's zeal than its logic. Funds may have little to fear - unless in next year's Budget the Chancellor of the Exchequer really does decide to take a pot shot at funds' tax exempt status, of course.

Richard Waters

Honestly, how would you describe your pension fund performance?



No longer can sluggish pension fund performance hide behind the roar of the bull market. Now's the time when quality investment performance will really earn its keep. Shouldn't you be looking for top quartile performance and proven consistency? Fidelity's five year track record provides proof of both. Your fund is entrusted to experienced senior investment directors. To an investment strategy driven by highly committed

management and highly skilled stockpicking based on our own original UK and global research. Unlike many houses, Fidelity is fully independent. We are also supported by all the resources of one of the world's biggest and most successful investment groups. To beat the "go slow", contact Philip Nash or Neil Curtis today. We'll also forward you a copy of our pension fund brochure on request.



FIDELITY PENSIONS MANAGEMENT LTD, 25 LOVAT LANE, LONDON EC3R 8LL. TELEPHONE: 01-283 9911. TELEX: 884387.

Financial Times Guides to Investment and Financial Planning

FINANCIAL PLANNING FOR THE INDIVIDUAL by Alan Kelly, Harvey Grant Thornton. Completely revised and updated in the light of major changes in legislation and the marketplace, this guide provides you with essential information on investment planning, unit trusts and investment bonds, pension arrangements, tax planning, personal pensions, personal equity plans, a Personal Financial Planning Questionnaire and a 'Dying Tidily Log'. Published in association with the Institute of Chartered Accountants. Price: £9.95 UK £12/08/87 overseas. Published October 1987.

WORKING ABROAD - THE EXPATRIATE'S GUIDE by David Tenny (Owl Edition). Consistently expanded, the 3rd edition of Working Abroad is the indispensable guide to living and working overseas. Offering advice on all the essential aspects - both personal and financial - of moving and working abroad, the book helps expatriates to maximize the benefits of overseas employment. Don't leave home without it. Price: £8.95 UK £11/08/86 overseas. Published November 1987.

INVESTING FOR BEGINNERS by David O'Shea. This investment guide analyzes in a practical way the basic principles of stockmarket investment, discusses the advantages of different categories of quoted investment, examines a whole range of related essentials such as the interpretation of company accounts, and gives an up-to-date review of relevant tax rules. An ideal guide for people new to the stockmarket, as well as experts. Price: £9.50 UK £12/08/87 overseas. Published January 1987.

A GUIDE TO FINANCIAL TIMES STATISTICS (4th Edition). Do you really know how to get the most out of the statistics pages of the FT? The Guide provides the answers. It gives all the information to make the FT statistics work for you and enable you to benefit financially. Irvaluable to both the expert and the general reader wishing to know how the market works. Price: £11.50 UK £15/08/86 overseas. Published November 1987.

INVESTOR'S GUIDETO THE STOCKMARKET by Gordon Cummings. Completely revised and updated in the light of the 'Big Bang' this edition explains the workings of the stockmarket and how to profit from it the D-I-Y way. It gives advice on how to set up and manage an investment portfolio, and make the best use of your capital. Price: £9.50 UK £12/08/87 overseas. Published November 1986.



ORDER FORM Please return to: The Marketing Department, Financial Times Business Information, 7th Floor, 50-64 Broadway, London SW1H 0DB. Tel: 01 799 2002. (mail order address only) Please note: payment must accompany order. Prices include postage and packing. Please send me: [] 1 copy of Financial Planning for the Individual (£9.95 UK, £12 overseas) [] 1 copy of Working Abroad (£8.95 UK, £11 overseas) [] 1 copy of Investing for Beginners (£9.50 UK, £12 overseas) [] 1 copy of Investor's Guide to the Stockmarket (£9.50 UK, £12 overseas) [] 1 copy of A Guide to Financial Times Statistics (£11.50 UK, £15 overseas) I enclose my cheque for £/US\$ made payable to FT Business Information. Please debit my credit card (bank choice: [] Amex [] Discov [] Amex [] Visa) Card No. _____ Card Expiry Date: _____ [] I wish to order 5 or more copies. Please send details of bulk order discounts or telephone.

SECTION IV

FINANCIAL TIMES SURVEY



Rotterdam has long flourished as the gateway to Europe. But it must move faster into new technologies

If it is to match changing economic patterns and avoid losing out as the world's premier distribution centre, reports Laura Raun. It also has to tackle problems of urban renewal

A new sense of urgency

PORTS ARE not what they used to be. Rotterdam is still the largest port in the world, by far. But today, it is a crossroads for transportation of all sorts, not simply a harbour with ships.

It is a logistics hub linking the high seas with the Rhine river, overland roads, railroads and the air. Electronic telecommunications weave together this "inter-modal" transport network so that cargoes arrive and leave "just in time."

"We are seeing a shift in emphasis from the quantity to the quality of goods passing through the ports," explains Jonkheer Z.J. van Asch van Wijck, adjunct director of the port of Rotterdam. "Value-added functions, such as distribution, require a good stream of electronic information, as well."

A new sense of urgency is in the air as Rotterdam looks ahead. World trade is shifting away from the Atlantic ocean and toward the Pacific and Europe's economic centre of gravity is sliding southward. The Channel Tunnel will add a new dimension to links between Britain and the Continent and the single European market after 1992 holds unknown challenges. "It is 5 minutes to midnight," warns Mr Abraham Peper, mayor of Rotterdam. "We have to avoid being put into the margins by these developments."

For decades, if not centuries, Rotterdam has flourished as the "gateway to Europe," sitting in its northwest corner where the Rhine river - Europe's busiest waterway - flows into the North Sea. Around half of all goods passing in and out of Europe pass through the Netherlands but that is down from two-thirds some years ago.

The port of Rotterdam stretches along the Meuse river, a finger of the Rhine delta, from the city westward for 35 kilometres to the river mouth. The city owns the port and operates it on a self-supporting basis through the municipal port authority, which builds and maintains docks, quays and industrial sites. Private companies such as stevedores and oil refiners are responsible for their own improvements.

Rotterdam has reigned as the world's biggest port for two decades and is half again as large as the port of Kobe in Japan, which ranks second. Every year about 33,000 sea-going vessels and 200,000 inland barges call at the port. Some 250m tonnes of goods passed through Rotterdam in 1987, down 3 per cent from the year before and the first drop since 1983.

Labour strikes and sluggish world trade were to blame. Only modest growth is foreseen



Sculpture by Arie de Vries (nicknamed "the clothes line") on the Maasvlakte, the river which divides Rotterdam

Rotterdam

through to the turn of the century, when port authorities expect trade to total around 300m tonnes, which would take the port's business back to its peak year of 1979.

A blueprint for the future of the port and the city is found in a report entitled "New Rotterdam - a mandate for all Rotterdammers." It was written by a commission under the chairmanship of a highly respected former Cabinet Minister, Professor Willemus Albeda. "The shift from product orientation (mass-scale transshipment) to logistics concepts will be determined, on the one hand, by lightning-fast developments in information technology and, on the other hand, by structural changes in the world economy," the commission observed. "These will determine the nature and direction of cargo flows..."

There is no room for complacency, as Rotterdam learned to its near horror last year. Sea-Land Service, the US container-cargo liner and Rotterdam's big-

gest container customer, almost left to go to the Belgian port of Antwerp. Sea-Land's departure would have siphoned off a lot of business and psychologically seared the port.

Fear mounted as Antwerp sweetened its offer but, in the end, Sea-Land stayed - though only after the Dutch port had made equally sweet concessions.

"If you want to survive as a harbour into the 21st century, if you also want to speak of 'success,' then you must be competitive in the quality of your work in all respects," Mr Roel Den Dunnen, city council member responsible for the port warns. "Quality, price and reliability - those are the concepts with which we must approach the market."

Between now and 1992, the port authority plans to invest around Fls 900m to improve the infrastructure while private companies are thought to be planning to invest at least as much again. Most of the money will go into high technology automation,

computers and telecommunications.

Information flows are now as important as cargo flows and indications are that German ports may be meeting the challenge better. "I agree that Rotterdam must move faster in technology," admits Jonkheer van Asch van Wijck. "In the past, our hurry was that we were the biggest but that time is past. Now we must fight."

Among the most crucial projects is INTIS - International Transport Information System - an electronic network designed to allow "paperless" documentation of cargo. The Fls 12m project will join the computers of all parties involved in shipping, say, a shipload of kiwi fruit from New Zealand to Rotterdam. The mountains of documents traditionally accompanying shipped goods will be slashed.

Links also are being forged with similar electronic information systems for freight on the Rhine river, European roads, railroads and in the skies. Cargo-

naut, for example, is the electronic air cargo handling system at Amsterdam's Schiphol airport. Sagitta is the Dutch government's nationwide electronic customs network. Linking INTIS to the rest of the world is the Rotterdam teleport, a Fls 5.4m network of high-capacity fibre-optic cable, satellite links and dish receivers.

One juncture in the teleport is the Rotterdam World Trade Center, which can offer sophisticated services such as video conferencing. Another link will be a project called "electronic Rhine" of the Rhine, which is not - as its name implies - laying electrical wires in the river. It is a plan to create an electronic river-traffic control system much like that for airline traffic.

Computers aboard river barges will provide continuous telecommunications connections between the ship captains and ports. Arrival times, docking space and documents can be arranged "just in time," saving money for all concerned.

A similar electronic information system is planned for other inland shipping, which accounts for one-quarter of all goods transported within the Netherlands. Inland boats are to be linked to Rotterdam's shipping exchange, where chartering takes place. INTIS also will tie into a new "distripark" planned for the port, a multi-purpose facility where goods could be sorted, processed, repaired and invoiced. "Concentration of these sorts of activities at a central point is extremely important for the port as a logistics centre, as a hub," Mr Den Dunnen, the city council member, explains.

Rail freight is destined to play a larger role as road haulage runs into growing roadblocks from consumer groups. More high-speed trains carrying container cargo are envisaged if tariffs come down. The Dutch government is also being urged to modernise its railway tracks to carry heavier loads. Port companies are investing in automation and computers to upgrade their range of

CONTENTS

The port: slower growth ahead 2
 Roads: untangling traffic jams
 Profile: Mrs Neelke Smit-Kroes 4
 World Trade Center: a new landmark
 The Rhine: cleaning up Europe's busiest waterway 5

services from old-fashioned, simple loading and unloading to sophisticated services, such as processing and storage for the London Metals Exchange.

Not surprisingly, new technology has provoked growing labour unrest, most recently in the oil storage sector of the port. Last year, it was the general cargo sector, which has been hit hardest by job losses in recent years.

Port authorities and cargo companies deny that Rotterdam's highly-touted reputation for reliability has suffered. But privately they worry. "Other ports benefited from the strikes last year," admits Jonkheer van Asch van Wijck. "Some shippers remained in Antwerp and that is a disadvantage."

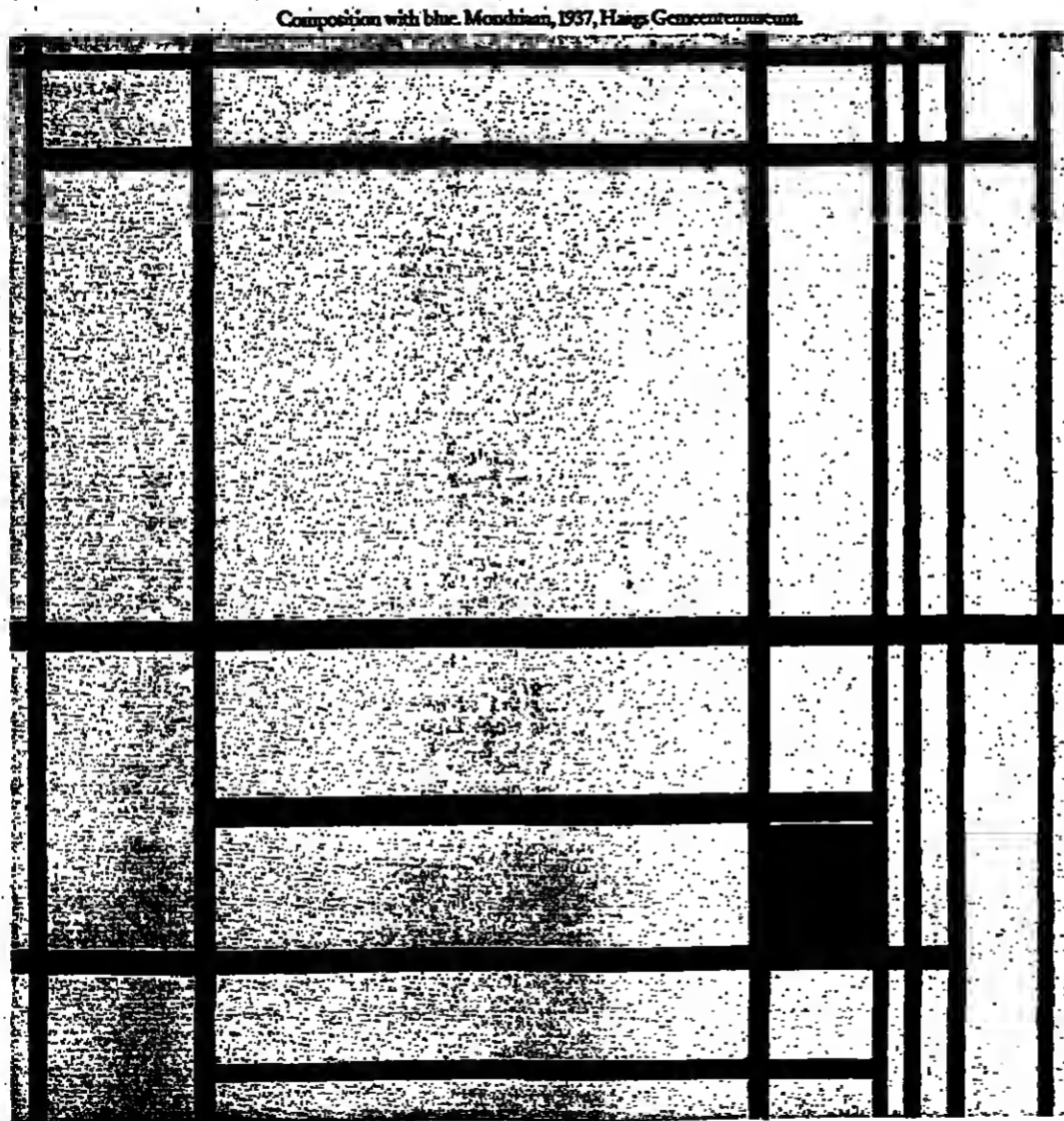
The unions, for their part, know how far to push. If the transport union of the Federation of Dutch Trade Unions goes on strike it employs a policy of "cargo friendly" strikes. That means lightning strikes that cause enough delay to inconvenience shippers but not enough to force them to go elsewhere.

"Technology must be implemented or else shippers will go elsewhere and we will be impoverished," concedes Mr Cees Marges, head of the transport union. "We support modernisation and renewal," he continues, but not at the cost of jobs. In a way, the city of Rotterdam is going through a similar transition.

"New Rotterdam - a mandate for all Rotterdammers" recommends bold steps for keeping pace with technological and economic trends in the world. A central theme is diversification away from heavy dependence on the port. Half or more of the city's jobs are related to the port but that will diminish if the services industries continue to expand as they are now. Financial, business and tourist services are targets in the commission report.

Plans are to invest Fls 12.5bn over the next 15 years to improve the living, working and commercial environment of the city. Old and crumbling districts will be modernised with luxury housing and offices featuring dramatic views of the river and port.

In 1990, Rotterdam will celebrate its 650th anniversary and, by then, it hopes to have the first phase of its huge urban renewal project completed. At the heart of the project is a new harmony between port and city and that could promise a second honeymoon.



Composition with blue, Mondrian, 1937, Haags Gemeentemuseum

© Mondrian 1937, 06 Beeldrecht Amsterdam

In banking, as in art, a clear concept can make all the difference.

The Dutch artist Mondrian spent more than 20 years refining a style of painting he called neo-plasticism. Similarly, Rabobank carefully defined and refined its own style of banking.

As the Dutch economy and industry grew, so did Rabobank, becoming the largest domestic bank. Today, with total assets of US\$ 75 billion, Rabobank is one of the top 50 banks in the world, with offices in major financial centres and ports around the globe, active in financing agribusiness, commodities and in every aspect of international banking. And we still have our own clear, long-term view of client relationship, based on commitment, dedication and trust.



The Art of Dutch Banking

Rabobank Nederland, Rozenboom 30, 3011 ED Rotterdam, the Netherlands. Telephone: (010) 4003996. Telex: 23842.
 Rabobank Nederland, Coentzen 18, 3321 CB Utrecht, the Netherlands. Telex: 40200. New York, London, Antwerp, Paris, Singapore, Hong Kong, Jakarta, Cebu, ADCA-BANK (Frankfurt, Berlin, Düsseldorf, Hamburg, Hannover, Munich, Stuttgart).

ROTTERDAM 2

The port

Slower growth on horizon

THIS PORT of Rotterdam is arming itself for the future when its natural advantages of the past could fall short. Its new weapon is logistics. Rotterdam is making sure that other modes of transport - river, roads, rails and air - are as accessible as the sea. Weaving these together in "intermodal" transport and adding value to products is the strategy for the future.

Seaborne goods traffic (in tonnes) table with columns for years 1982, 1984, 1985, 1986, 1987 and rows for Total bulk cargo, crude oil, petroleum products, coal, ores, other bulk cargo, Total general cargo, LASH, roll-on/roll-off, containers, other general cargo, Total (incl bunkering).

Seaborne container traffic 1980-87 table with columns for Year and Traffic figure, showing data from 1980 to 1987.

In the past, the port's easy access, deep water and European export trade guaranteed robust growth. But over the next 23 years cargo will rise only a modest 20 per cent according to a report entitled "Destination 2010" by the municipal port authority.

park concept. "There is a clear need for a distripark, on a strategic point in the harbour area, close to the biggest concentration of container terminals and directly connecting to the highway." Inland terminals would be land-based, strategically located in rapidly-growing regions such as southern Germany, southeast France and northern Italy.

Mr Peper, who is 48, was appointed a Professor of Political Sociology at Rotterdam's Erasmus university in 1971. The following year he acquired his doctorate degree on a dissertation entitled "Shaping welfare policy".



Mr Abraham Peper, mayor of Rotterdam for the past 6 years

aimed at helping Rotterdam diversify away from its heavy dependence on the port. At the heart of this monumental task will be Rotterdam Development Council, a small think tank to help keep the programme on course.

Profile: Mr Abraham Peper

Mayor of impeccable credentials

Urban renewal

Heading for brighter shores

When Rotterdam commissioned a study of its image last year, the findings were less than pleasing. Rotterdam is not a particularly nice place and it has a big port, was the conclusion.

The university recently set up a centre for environmental studies, concentrating on the polluted Rhine river. But the professor warned against expecting too much too soon.

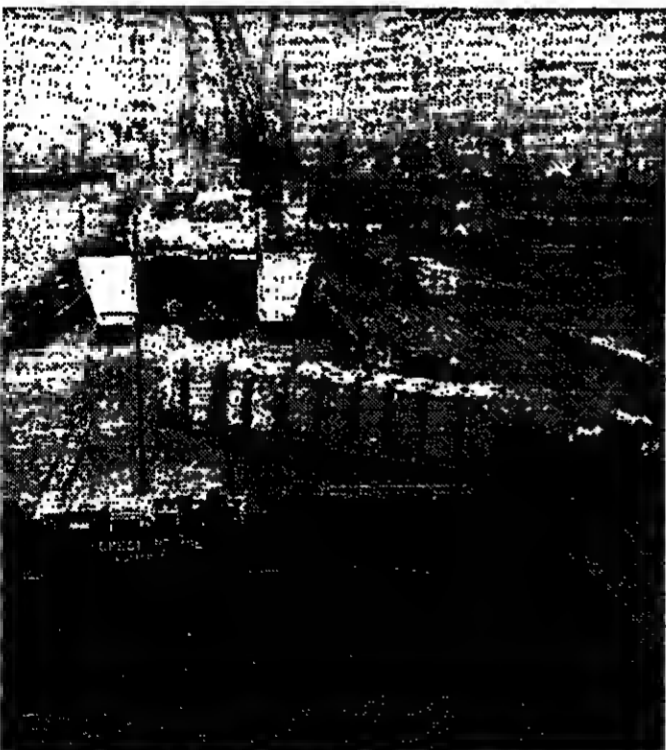
Urban renewal in Rotterdam has plodded on for years, generating acres of monotonous council housing and blocks of identical storeys. Though well-intentioned it has often backfired by driving out middle-income families and businesses with them.

Mr Roel den Dunnen, city council member responsible for the port and the economy, believes Rotterdam can finally engineer an economic and social revival.

Distribution services

More coherent policy urged

WITH CENTURIES of trading behind them, the Dutch are mobilising their traditions and to develop modern, sophisticated, distribution industry. "It's a happy mix of trade and transport," explains Mr G A Schreuder, managing director of the Rotterdam Chamber of Commerce.



No-No facilities at Rotterdam: control, light assembly, distribution of spare parts and invoicing.

Roel den Dunnen, city councilman in charge of the port, is a keen supporter of the district concept. "There is a clear need for a distripark, on a strategic point in the harbour area, close to the biggest concentration of container terminals and directly connecting to the highway."

the Hague, Amsterdam and Utrecht are chronically jammed with traffic that industry is losing hundreds of millions of guilders a year.

Academics is being called on more than ever to cross-fertilise this ferment. Erasmus University, for example, has a strong curriculum in transport economics and in computer science.

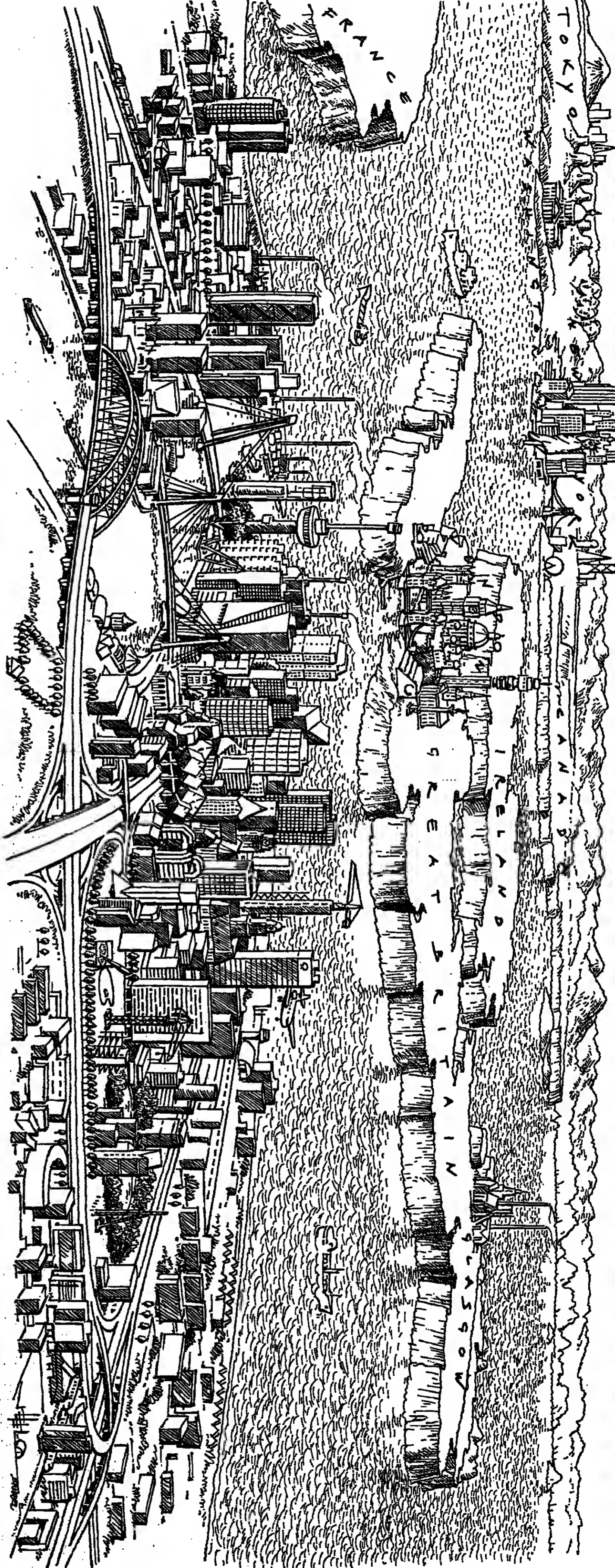
When Rotterdam commissioned a study of its image last year, the findings were less than pleasing. Rotterdam is not a particularly nice place and it has a big port, was the conclusion.

Urban renewal in Rotterdam has plodded on for years, generating acres of monotonous council housing and blocks of identical storeys. Though well-intentioned it has often backfired by driving out middle-income families and businesses with them.

Mr Roel den Dunnen, city council member responsible for the port and the economy, believes Rotterdam can finally engineer an economic and social revival.

Rotterdam's City Hall: one of the few buildings to escape the May 1940 German blitz which destroyed much of the city centre

ROTTERDAM COMES YOUR WAY



It's a good move to invest in Rotterdam. Because Rotterdam is Holland's economic powerhouse. Because Rotterdam is located at the focus of major European waterways, making it the gateway to Europe. And because Rotterdam is the world's biggest seaport. With an ultra-sophisticated infrastructure responsible for taking it to the top of the world league of container ports, too. But there's more. Invest in Rotterdam and you'll be moving to a dynamic city with a proven track record. While also taking advantage of Holland's particularly favourable business climate.

Just look at the advantages. An enviable record for punctuality and harmonious labour relations. An encouraging growth in GNP. The position of the Dutch guilder within the European Monetary System. The general investment climate. (Ask your banker; he'll confirm it.)

Just look at some of the fine examples of breathtaking modern architecture that have recently changed Rotterdam's skyline, adding immeasurably to the quality of the environment. (Just ask any architect. Just look at the reasonable land prices. The extremely tempting tax concessions and premiums. The practical aid given to smooth the path of foreign investors.)

The city's active role in creating impressive public/private partnerships. The fact that most Rotterdamers speak English. (Just ask us.)

Interested? Then read on to discover more about Rotterdam's experience in creating large-scale public/private investment partnerships. And what it could mean to you.

THE CITY CENTRE Rotterdam's heart. Just look at downtown Rotterdam. A vital, vibrant focus to the city which doesn't close when shops and offices shut. With a good mix of commercial activities, housing

and leisure provisions too. Like on the North and South Banks of the river. Providing room for the city to grow. In a city whose dynamism has already attracted the headquarters of multinational firms like Shell Oil and Unilever and the new World Trade Centre.

Nor does Rotterdam neglect the world of culture and leisure. Three new museums have recently opened their doors for the first time and a new theatre will soon be completed. And no less than 600 million Dutch guilders reflect private sector confidence in investing in Rotterdam's heart.

ZUID Rotterdam's New Southern Bridgehead. The last years of the century will see an intense urban development taking place on the South Bank of Rotterdam's river. And a new bridge will link this location with the city's new airport, just to the north.

The Kop van Zuid scheme is an ambitious water-side development and will be quite unique, with multi-use high-rise buildings surrounding a restored harbour basin by the river. The total effect will be to better integrate the river with the city. And with some 1400 million guilders in investment deriving from the private sector, the scheme also forges significant public/private partnerships as well.

BRANNPARK A new impulse. Drive into Rotterdam one of these days and on the Eastern fringes of the city you'll see an opulent office park being laid out. Spacious green areas and an imaginative use of water will accentuate the park-like nature of the development, which is primarily intended for brain powered enterprises. Even now, as the first buildings rise from the ground, so much interest has been

expressed in the project, that plans are being made for an extension. Currently, private sector investment in this successful project exceeds 1400 million guilders.

ROTTERDAM'S Watersport Playground. The Watersport (Watercity) scheme has been planned as an area dedicated to leisure activities and tourism located between the city and the river. The ambitious construction programme includes a hotel, an inner cinema, the Econocenter (economics and business information and exhibition venue), and a tropical swimming pool. Plus many cafes and restaurants and a wide range of shops, offices and homes.

Present spacious promenade for strollers will provide access along the river and to the Leirveaven harbour basin. There's a unique collection of many different steam and sailing ships permanently moored and open to visitors. The great majority of Watersport's individual projects, amounting to 250 million guilders, have been developed by public/private partnerships.

ROTTERDAM The New Northwest Frontier. ROTTERDAM-NOORD-WEST. Adjacent to the northern highway from Rotterdam there's a vast 250 acre Enterprise Park on the northwestern edge of the city. It's planned to become available in stages between now and the beginning of the 21st century. And it enjoys one of Europe's most strategic locations. Next to Rotterdam's airport, close to the world's biggest harbour, with direct access to the European network of high speed highways. It's eminently suitable for all activities relying on effective physical communications. Private sector investment 350 million guilders.

ROTTERDAM'S New Growth Point. Just 4 kms north of the city centre we're planning Noordrand. This area, with Rotterdam's new airport as its nucleus, is likely to provide a major focus for many economic activities. Which is why Aéroport (a new enterprise park, office locations and the new route of the main highway are all planned to be close by. Plus a major new urban development comprising some 6000 new homes in an attractive setting. Private sector confidence in the scheme has led to investments totalling no less than 3000 million guilders so far.

If you've read this far, you've probably realised that Rotterdam has a great deal to offer. It's located on major waterways making it Europe's natural gateway. Its position within the Dutch economy makes it a particularly favourable option. And the city's active encouragement of projects like these will make you realise that hospitable welcome there's an extremely

If you want to know more, get in touch with Grondbedrijf Rotterdam, P.O. Box 6675, Rotterdam, 3110 AB. We'll give you an outline of your area of interest. You might be surprised at how quickly we'll come back to you with information that answers your specific questions.

ROTTERDAM, READY FOR NEW BUSINESS

The Development Corporation of the City of Rotterdam
Grondbedrijf Rotterdam
P.O. Box 6675
Rotterdam, 3110 AB

Telephone 3110 488300
Telex 3110 488304
Tele 2030 grand h.

ROTTERDAM 4

Government has unveiled a bold plan to build 5 toll tunnels

Private finance mobilised to untangle traffic jams

DRIVING FROM Amsterdam to the Hague should take 40 minutes but it can take twice that long if the highway is jammed - as it increasingly is.

In the western corridor of the Netherlands, where nearly half the population lives, traffic queues are fuelling a heated debate. The question is how to untangle them. A lot of time and money are wasted in congested traffic.

Last year, the Government unveiled a bold plan to facilitate the construction of five tunnels at a cost of Fls 1.5bn in private finance, the cost to be recouped through tolls.

Mrs Neelie Smit-Kroes, the Transport and Public Works Minister, is optimistic that private finance schemes will work. "We are convinced there is a lot of money available to invest and this is a solid investment," she explains.

The toll tunnel scheme is part of a larger package that would include another Fls 2bn into highways and Fls 2bn into public transport in the western corridor between now and 1995.

Not surprisingly, motorists and hauliers have vehemently opposed the tolls. Financial institutions reacted sceptically at first, but then responded with surprising enthusiasm when bids were invited last month. If the tunnels are financed by the private sector, the centre-right Government reasons, then its funds will go further.

"Bridges and tunnels are scarce goods and we need to have a price mechanism," Mrs Smit-Kroes asserts. "In road pricing you control the driver with a price for the road and then he has an incentive to go another way or use public transport."

In the past, Dutch transport policy was geared toward public conveyance and against cars. Dutch drivers pay more for their cars - to registration fees, petrol taxes and insurance premiums - than nearly anyone in Europe.

Nevertheless, motor traffic has raced ahead faster than expected. Bottlenecks are particularly bad in the western corridor where Amsterdam, the Hague, Rotterdam and Utrecht are clustered.

The swathe of land is dotted with tunnels and bridges because of all the rivers, ports and canals cutting through the countryside. All five of the proposed tunnels

are to be finished by the late 1990s. The first one will be a Fls 390m project under the river Noord, southeast of Rotterdam.

Two more tunnels will be built near Rotterdam and another two near Amsterdam. Private financiers are to recover their investments and operating costs over 30 years and then transfer the tunnels to the state without cost.

Tolls will be collected through electronic systems currently being developed by several companies inside and outside the Netherlands.

Electronic toll systems involve a computer chip embedded in the highway which "sniffs" out an electronic tag in passing cars. Time and place are instantly recorded and a toll is levied, at that moment or later.

Several electronics companies are believed to be developing such systems, including Philips and Nedap of the Netherlands and Siemens of West Germany. They are thought to need another year or two to refine the systems for faster traffic since now only rela-

tively slow traffic can be regulated. Another obstacle is the guarantee of privacy, a concern that runs deep in the Netherlands. Many Dutchmen worry that such electronic "sniffers" could be used for domestic spying, a fear that lingers from the Second World War. "We must be sure there is no misuse of privacy, especially in the Netherlands," the Minister admits.

Not everyone is happy with the concept of private financing though. VNO, the largest employers' association, argues transportation is so vital to the Dutch

economy that the Government should pay for infrastructural improvements. "In our opinion the care of the traffic and transport infrastructure belongs to the central activities of the Government," the VNO wrote in response to the private financing scheme.

"The Government should fully accept this responsibility and be prepared to adjust the priorities within the state budget so that more resources are made available for infrastructural works."

Road haulage accounts for an overwhelming 70 per cent of all goods transported in the Netherlands. Inland water barges account for another 25 per cent and the remaining 5 per cent goes by rail. The Dutch are also the hauliers of Europe. They account for 27 per cent of the international road haulage in the European Community.

The completion of Europe's single market in 1992 could help or hinder this pre-eminent position, depending on how competitively various countries respond. In general, however, uniform customs documents, technical specifications and speed limits should oil the works of the whole industry. "Transportation is an impor-

tant source of livelihood for us," Mrs Smit-Kroes notes. "It would be nice to keep our market share but, if other countries grow through competition, that is all right. If our share falls through obstacles in the market then I object."

At the moment the road haulage market is still encumbered by country quotas dictated by Brussels. EC Transport Ministers are squabbling over a way to dismantle them by the 1992 deadline but have reached deadlock. Mrs Smit-Kroes hopes they can agree a compromise soon which could then be formally accepted at EC Summit in June.

The minister also believes train traffic should be improved - both for passengers and freight. Better passenger train services in the western corridor are a high priority. So are the high-speed TGV train services between the Continent and the UK via the Channel Tunnel that are on the drawing board. The Netherlands wants to ensure that it is included in the network.

France, West Germany, Belgium, Luxembourg, Britain and the Netherlands are still battling over precisely where the services would run and how they would be financed. "It is completely unthinkable that it would bypass the Netherlands," Mrs Smit-Kroes says indignantly, though discussions so far have indicated that the Hague's inclusion would be costly.

For freight traffic, a Fls 36m, five-year project has begun to strengthen rail tracks to handle heavier loads. Mrs Smit-Kroes is trying to smooth the way for better rail freight links with West Germany, the Netherlands' biggest foreign trade partner. Links have been hobbled by higher tariffs in Germany and bottlenecks at border crossings.

She and her German counterpart, Mr Jürgen Warnke, have set up a bilateral working group to expedite rail traffic. "We must cut through the barriers," Mrs Smit-Kroes says.

Since then, however, no love has been lost between her and Mr Stanley Glibson Davis, the British Commissioner responsible for transport policy in the European Commission. Bad chemistry, more than anything else, seems to account for the friction.

"My approach to the Transport Council (of EC Ministers) is to see that there are no barriers to what the market demands," she explains in her bright and orderly office. "My worry is whether there are obstacles in the market."

Mrs Smit-Kroes, who is 46, is married and has one child, an 18-year-old son. She was born in Rotterdam a year after the port city was almost completely destroyed in a German air raid. She studied transportation economics at Rotterdam's University of Economics, now Erasmus University. She was one of only seven girls in a class of 40 boys.

Nevertheless, she remained with fellow Rotterdammer, Mr Rudi Lubbers, now Prime Minister, and with Mr Onno Ruding, the Finance Minister.

After graduation, she went to work for her father, joining the management of his transport and assembly company. In 1968, she became the first female member of the Rotterdam Chamber of Commerce. Her political career began with a stint on the Rotterdam city council after which she was elected, in 1971, to the Tweede Kamer (parliament).

Six years later, she was appointed Undersecretary in the Transport Ministry. In 1978, the comely and petite Minister scandalised the country. In an interview with a leading Dutch maga-

zine she said she would have an abortion if she got pregnant again because she didn't want any more children.

Family life is among the most hallowed virtues in Dutch society and her heresy was exacerbated

when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

Profile: Mrs Neelie Smit-Kroes

'One of the boys'



Mrs Neelie Smit-Kroes, Minister of Transport and Public Works

zine she said she would have an abortion if she got pregnant again because she didn't want any more children.

Family life is among the most hallowed virtues in Dutch society and her heresy was exacerbated

when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

labour when she publicly sought a divorce for her son. Today all is forgiven and forgotten and she is described in the same magazine as an "energetic politician" and "clever career woman". Her frequent clichés are considered

tor, known as the Randstad, suffers constant congestion at bridges and tunnels built across the many rivers, ports and canals that criss-cross the countryside. Last year the Minister announced a novel plan to build four or five tunnels with private financing amounting to Fls 1.5bn and recoup the investments through tolls.

Despite the expected opposition to tolls and rapid response from the financial community the plan has now drawn considerable interest from financial institutions. "Private financing is a way of allowing us to keep our savings pot for other improvements," Mrs Smit-Kroes explains. "We need money for the mobility scenario," a major Fls 6bn blueprint for streamlining traffic in the Randstad.

Through an historical quirk her cabinet responsibilities also include water pollution: in the past water - rivers and canals - were the Netherlands' most important form of transport. Today, it means that the problem of Rhine river pollution falls mainly within her remit and it has thrust her into international limelight more than once in recent years.

During the catastrophic chemical spill by the Swiss company Sandoz in November 1986, the Dutch Minister was quoted in the international press as calling the Rhine "the open sewer of Europe." The next morning she hosted a Rhine river conference in Rotterdam, attended by Environment Ministers from the states along the river.

"For me, what is important is to get the salmon back into the Rhine as we promised in 1986," she says. "It must be clean enough for drinking water, swimming and fishing with no great risks."

The riparian states agreed then to make the Rhine safe by the year 2000. But at a follow-up Rhine conference in Strasbourg last month, the indications were that efforts are lagging.

Mrs Smit-Kroes says she has no evidence that industry is dragging its feet in complying with EC and national directives. But she agrees that uniform compliance is a must. "It's like dominoes. If one falls, they all do," she concedes.

A few years ago, Mrs Smit-Kroes was mooted as the next head of KLM Royal Dutch Airlines, a post where she could have brought to bear her experience in transport, government and business. But due to political infighting, the chairmanship of the national airline went to someone else.

More recently speculation has mounted that Mrs Smit-Kroes might lead her Liberal Party into the 1990 general elections. Competition there also is stiff but her recognised leadership qualities and charisma, not to mention wit, should stand her in good stead.

More recently speculation has mounted that Mrs Smit-Kroes might lead her Liberal Party into the 1990 general elections. Competition there also is stiff but her recognised leadership qualities and charisma, not to mention wit, should stand her in good stead.

More recently speculation has mounted that Mrs Smit-Kroes might lead her Liberal Party into the 1990 general elections. Competition there also is stiff but her recognised leadership qualities and charisma, not to mention wit, should stand her in good stead.

More recently speculation has mounted that Mrs Smit-Kroes might lead her Liberal Party into the 1990 general elections. Competition there also is stiff but her recognised leadership qualities and charisma, not to mention wit, should stand her in good stead.

She has been called the Margaret Thatcher of the Netherlands. Both command a sharp intellect... and enjoy immense popularity

Airports

Problem child seeks to move

ZESTIENHOVEN, the airport of world's largest port Rotterdam, has always been a problem child. The reason has a name: Schiphol, the international airport at Amsterdam.

By train, the distance between Rotterdam's central railway station and the railway station at Schiphol airport is hardly 30 minutes. By car, it is even less.

Forgetting the usual traffic jams, that is the main reason why in the 1950s, when Zestienhoven was first proposed, it ran into fierce opposition from Amsterdam. But Amsterdam lost the battle; Rotterdamers are usually people who like doing things their own way.

Indeed, when Rotterdam built Zestienhoven's runway, it was secretly made twice as long as promised to the Government in the Hague, the extra yards being covered under the green grass of - below sea level - polder land.

When, after a couple of years and a lot of argument with the Dutch parliament, Rotterdam received official consent to enlarge the runway, the grass was simply removed and the first Boeing 707 allowed to land at Zestienhoven - to the astonishment of bureaucrats in the Hague and Amsterdam.

However, today Zestienhoven is Rotterdam's problem child. The location is far from ideal, its noise causes environmental problems, and - for business-conscious Rotterdam - it loses about Fls 3m to 4m annually.

The Labour Party-controlled city government wants to build subsidised housing in place of the airport. But the business community of Rotterdam still wants a local airport for freight, for short-haul passenger lines to London, Düsseldorf, Hamburg, Brussels, Luxembourg and Paris, and also... for the prestige of world's busiest port.

To meet these conflicting demands, the energetic Director of Rotterdam's Public Works Department, Dr Jan Doets, has come up with a radical proposal to move the airport some five to ten miles to the north, enlarge the runway, and turn its orientation from north-west to south-east to get rid of the noise problem.

For the old Zestienhoven site, his department has drawn up plans for a new business office and housing complex, involving an investment of Fls 1.5bn. The area is located close to the main highway to the Hague and Amsterdam and would provide space for 9,000 private houses, 300,000 sq metres of office space, 22,000 sq metres of shopping areas and 50,000 sq metres of industrial space.

The Rotterdam business community is more than eager to invest in the scheme. But Mr Doets has cleverly stipulated one condition: those who wish to invest must also contribute

towards the cost of removing and replacing the present airport. The investment required is Fls 300m.

Mr Doets foresees Rotterdam's business community meeting 50 per cent of the investment cost. The other 50 per cent would have to be provided by the Government.

Today, Zestienhoven airport's management and a new, aggressive policy to attract business.

The Rotterdam business community likes the idea very much as does the Rotterdam-born Transport Minister, Mrs Neelie Smit-Kroes. Being a most conservative Liberal Party member, she is all in favour.

But there is political pressure against the proposal, especially of course, from Amsterdam and from Big Brother Schiphol airport. An enlarged airport would enable Rotterdam to attract tourism business to destinations as far afield as the Canary Islands and freight business between the Netherlands and US. But whether the whole project will see the light of day remains to be seen. The outcome is uncertain.

Priso Entt

Those who wish to invest must also contribute towards replacing the present airport'

demands, the energetic Director of Rotterdam's Public Works Department, Dr Jan Doets, has come up with a radical proposal to move the airport some five to ten miles to the north, enlarge the runway, and turn its orientation from north-west to south-east to get rid of the noise problem.

For the old Zestienhoven site, his department has drawn up plans for a new business office and housing complex, involving an investment of Fls 1.5bn. The area is located close to the main highway to the Hague and Amsterdam and would provide space for 9,000 private houses, 300,000 sq metres of office space, 22,000 sq metres of shopping areas and 50,000 sq metres of industrial space.

The Rotterdam business community is more than eager to invest in the scheme. But Mr Doets has cleverly stipulated one condition: those who wish to invest must also contribute

towards the cost of removing and replacing the present airport. The investment required is Fls 300m.

Mr Doets foresees Rotterdam's business community meeting 50 per cent of the investment cost. The other 50 per cent would have to be provided by the Government.

Today, Zestienhoven airport's management and a new, aggressive policy to attract business.

The Rotterdam business community likes the idea very much as does the Rotterdam-born Transport Minister, Mrs Neelie Smit-Kroes. Being a most conservative Liberal Party member, she is all in favour.

But there is political pressure against the proposal, especially of course, from Amsterdam and from Big Brother Schiphol airport. An enlarged airport would enable Rotterdam to attract tourism business to destinations as far afield as the Canary Islands and freight business between the Netherlands and US. But whether the whole project will see the light of day remains to be seen. The outcome is uncertain.

Priso Entt

HOW MUCH TELECOMMUNICATION IS INVOLVED IN AN INTERNATIONAL PORT?

The busiest bit of sea in the world is off the coast of Holland. Every year some 30,000 superliners, container ships, bulk carriers, roll on/toll off ships and coasters coming from the North Sea and the Channel converge on the Port of Rotterdam.

The routes of these ships meet in a funnel scarcely 300 metres wide: the Nieuwe Waterweg (New Waterway).

And traffic in this waterway is not just one-way. Obviously the same number of ships entering must also get on again.

Once inside the port these seagoing vessels encounter about 180,000 inland craft which also make their way to Rotterdam each year.

To control this intense traffic in the port and on the rivers a new system has been developed together with PTT Telecommunicatie. The system consists of three centres, six traffic control towers and 26 radar installations.

All shipping movements within a radius of 50 kilometres from the coast and 40 kilometres inland are monitored and recorded. Land based stations keep ships informed on local conditions to help their masters make the right decisions.

Thus the Port of Rotterdam remains accessible and safe 24 hours a day even in bad weather. In this ultramodern system telecommunication plays the leading role. The contribution of PTT Telecommunicatie is equally vital for the shipment of

PTT Telecommunicatie built a new fibre optics network of immense capacity to handle this task. The system provides for virtually unlimited communication within the business world.

Computers with computers. Systems with systems. And of course people with people. In Rotterdam transport of information has become just as important as transport of goods.

That's why PTT Telecommunicatie is working together with the Port on the development of Rotterdam Islandport. Because without telecommunication Rotterdam could never be a

world port.

PTT Telecommunicatie

PTT Telecommunicatie

PTT Telecommunicatie

PTT Telecommunicatie

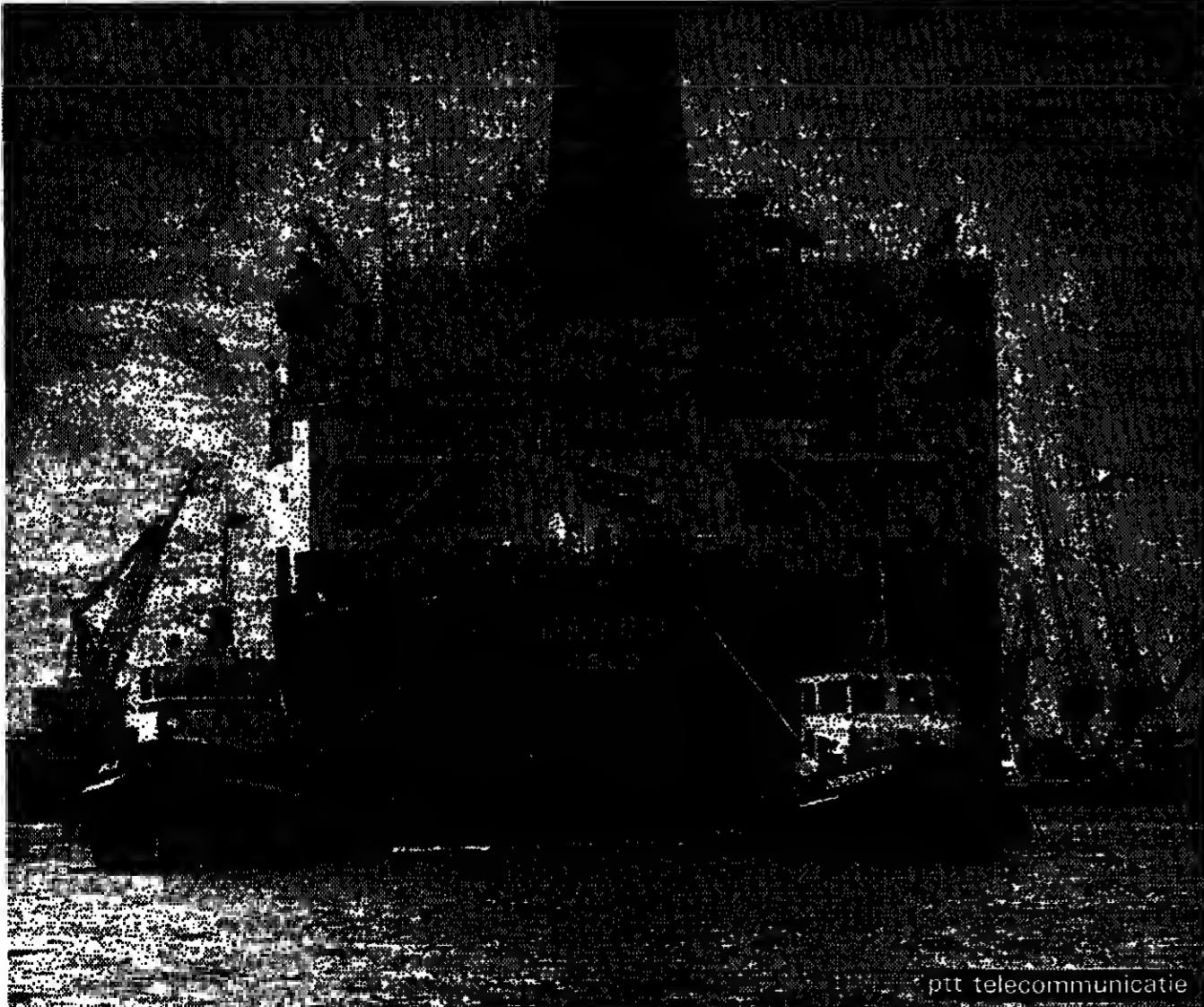
PTT Telecommunicatie

PTT Telecommunicatie

PTT Telecommunicatie

PTT Telecommunicatie

PTT Telecommunicatie



Rotterdam airport's 'Big Brother': Schiphol

ROTTERDAM 5

The city is out to clean-up Europe's busiest waterway and create...

A Rhine 'safe for salmon'

THE RHINE river is cleaner now than before the disastrous chemical spill by the Swiss company Sandoz in 1986, but not clean enough.

Drinking water companies along the river complain that progress is too slow and Rotterdam is still threatening to sue industry if waste dumping upstream doesn't stop.

The 520-mile river is Europe's busiest - and one of its dirtiest - waterways. When Sandoz accidentally spilled 30 tonnes of toxic chemicals in November 1986, public attention was sharply focussed on the "open sewer" problem. Government Ministers from the river states hastily gathered in Rotterdam at the invitation of the Dutch and agreed to make the Rhine "safe for salmon" and for drinking water by the year 2000.

for this poisonous sludge. The biggest of these is the "slufterdam" at the western tip of the port, jutting into the North Sea. The F15 200m slufterdam, with a capacity of 150m cubic metres, will be full by the year 2002 - the city's deadline for stopping river pollution.

"This is a one-off project," declares Mrs Neelke Smit-Kroes, the Netherlands' Minister of Transport and Public Works. "After this, we will sue those along the river who are illegally discharging."

An intensive study is now underway by Erasmus University, Rotterdam to determine who is dumping, what is being dis-

ting with the sea, have made the Dutch expert hydrologists.

Rotterdam's discussions with industry along the river have improved in recent months, Mr M Jansen, Rotterdam city councilman responsible for the environment, told the conference last month. But he hastened to add: "If we look at the content (of the 1987 accord by Government Ministers) we must conclude that it doesn't go far enough."

Under to the accord, the discharge of 30 harmful substances must be halted by 1995, but another 120 chemicals and heavy metals are only on the provisional black list. Many toxic substances thus do not fall in the

number of pollutants remain stubbornly high. Ammonia and phosphates have fallen only slightly in recent years while nitrates have risen slightly.

Polychlorobiphenols (PCBs) have declined, but the norm for total PCBs still was exceeded in 1987. Chemical companies as well as salt mines, paper mills and oil refineries are the major polluters. To stop discharging into the river, they must be able to recoup the costs of anti-pollution equipment and suffer no competitive disadvantages, they argue.

"Even if it is impossible to harmonise completely all environmental regulations... it is indispensable that the companies in a certain sector and on a certain market are roughly submitted to similar environmental restrictions," Mr Salamitou of Rhone-Poulenc told his colleagues. Mr P Donath of Ciba-Geigy, the Swiss chemical group, warned that a point of diminishing returns could be reached. "Rigorous use of the 'polluter pays' principle may well result in numerous products and even product ranges being phased out in the 1990s," he said.

Mr Donath concedes that the single European market in 1992 could help in providing a "level playing field" for all companies along the Rhine. "But the chemical industry needs a rapidly ongoing harmonisation of environmental legislation and regulation within the European Community and worldwide, in order to sustain its competitive position in the future," he added.

An intensive study is underway at Erasmus University, Rotterdam, to determine who is dumping... and whether it is illegal

Last year, they agreed to cut by half the worst pollutants by 1995, using the "best available technology." But the International Association of Water Works in the Rhine Basin area (IAWR) has concluded that the implementation of EC directives and national laws has been "insufficient to safeguard the undisturbed supply of drinking water for millions of people in the Rhine basin."

This alarming situation, combined with increasingly stringent legal quality standards for potable water, and growing awareness of the potential health hazards of certain dangerous substances, convinced IAWR that a different approach was needed.

In 1986, IAWR issued its own urgent plea for a water quality management programme. But public outcry has now subsided and so government and industry have been left to plod along.

In March another international Rhine conference was held in Strasbourg at the behest of the Dutch with special attention on industry's role in developing feasible means for fighting pollution. Rotterdam sits in the middle of the huge Rhine river delta. Most of the waste dumped upstream eventually eventually ends up in Rotterdam, carried by mountains of silt that build up on the riverbed. Each year some 24m cubic metres of sediment must be dredged from the harbour. Silt that nearly half, or 10m cubic metres, is too contaminated to be carried out to sea or used on land to raise low lying areas.

Rotterdam has built three environmentally safe disposal sites-

charged and whether it is illegal. And Rotterdam is optimistic this approach will bear fruit, particularly after the recent success of a Dutch legal battle with the French, lasting more than a decade, over "mispotassi" pollution.

The Rhine river provides 70 per cent of the Netherlands' water for drinking and agriculture and is a vital artery for barge traffic as well. Much of the Netherlands is covered by the Rhine delta, which is linked to a web of rivers, lakes and canals that cover 30 per cent of the country with water. This, and centuries of bat-

group of 20. "What the Ministers have promised now does not give us a single guarantee that we will indeed have clean silt by 2002, when the slufterdam is full," Mr Jansen said.

"Mr J Salamitou of Cefic/Rhone-Poulenc, the French chemical group, asserted that "all serious studies show considerable progress in the restoration of the river. The recent accidental cases of pollution have, in fact, drawn that much more attention because of the improvement."

However, a study last year by the Dutch government's Domestic Water Service found that a

99 33; Netherlands Motoring Association, Westlaak 210, tel 14 00 00; Municipal Library, Hooplaan 10, tel 28 89 11; Erasmus University Rotterdam complex, Woudsteijn Burg Oudlaan 50 tel 52 55 11.

Help and information: tel 17 29 25; Bureau of Tourism, Stadhuisplein 19 tel 13 60 00.

Hotels: Hilton hotel, Weena 10, tel 414-0044; Park hotel, Westersingel 70, tel 436-3611.

Excursions: Spido harbour tour, Willemplein tel 13 54 00; city tour, central station tel 13 00 00.

Museums: Museum Boymans-Van Beuningen Mathenesserlaan 15 50, tel 45 00; Historical Museum de Dubbele Palmboom Voorhaven 12, tel 76 15 33; Prins Hendrik Maritime Museum, Lievehaven 1, tel 413-26 80.

Parks: Trompenburg Arboretum, Honingerdijk 64, tel 14 14 78.

Basic Facts

Trains leave every quarter hour from central station to Amsterdam and every half hour to Amsterdam's Schiphol airport.

Transport information: KLM Royal Dutch Airlines Coolingsingel 10, telephone 11 58 60; taxi, tel central: 36 12 22; Rotterdam airport, Willemsdijk 30, tel 15 78 58; information about public transport, central station tel 54 68 89; information about trains: central station, tel 11 71 00.

Useful addresses: City Hall, Coolingsingel 40, tel 17 91 11; Central Post Office, Coolingsingel 21, tel 54 30 11; Police Hoogse Veur 23, tel 14 81 44; Chamber of Commerce, Coolingsingel 68, tel 14 50 22; Municipal Port Authority, Galvanistraat 15, tel 430-8911; Municipal Health Service, Schiedamsedijk 98, tel 33

Rotterdam is a rather sprawling city by Dutch standards, straddling a bend in the Meuse river, a finger in the Rhine river delta.

It has a population of 570,000. Banks are open Monday to Friday from 9 am until 4 pm and on Friday evening from 6.30pm until 8 pm. The foreign exchange at central station is open from Monday to Saturday from 7.30am until 10 pm and on Sunday from 9 am until 5 pm.

Shops are open on Monday from 1 pm until 5.30 pm and on Tuesday to Thursday from 9 am until 5.30 pm. Friday evening is shopping night, with stores open until 9 pm.

Public transportation is efficient and clean. The new underground system has two lines. Trams and buses run elsewhere.

World Trade Center

Eye-catching new landmark at the heart of the city

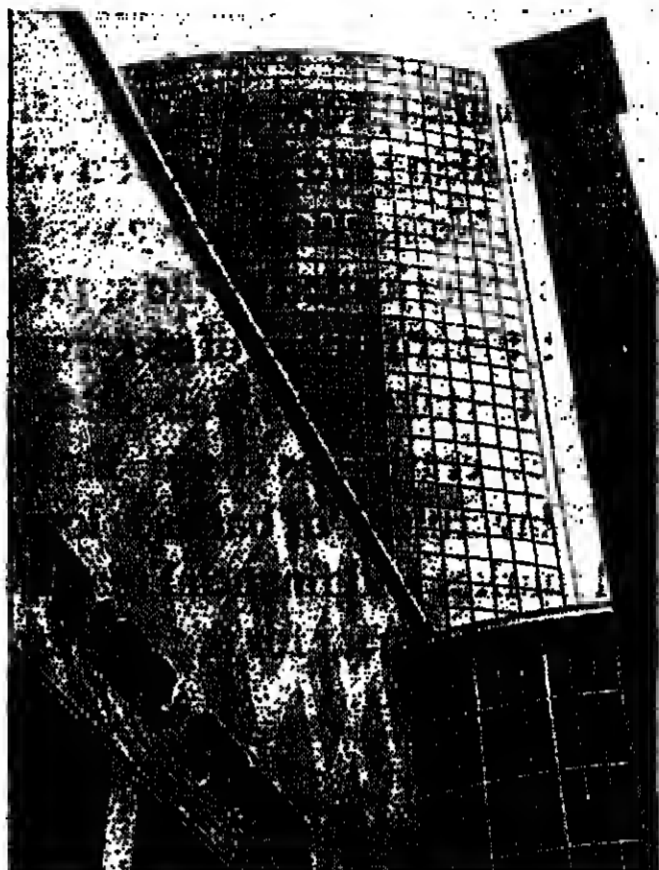
THE NETHERLANDS - a relatively small country of 14m people - counts more world trade centres than any other country in the world.

There is the World Trade Center of Amsterdam, the World Trade Center of Rotterdam, the World Trade Center of Electronic in the capital of Philips, Eindhoven, and the World Trade Center of Flowers, located in Ossington's suburb of the university city of Leiden at the centre of the tulip district.

But as Dr Henk van Engelenburg, managing director of the newest World Trade Center, Rotterdam, explains "we are 100 per cent complementary to each other."

Amsterdam's World Trade Center serves the financial centre of Amsterdam, as well as Schiphol, the fourth airport of Europe. Eindhoven serves the electronic industry, a field in which the other three world trade centres are eager for Eindhoven's know-how. The World Trade Center of Flowers (flowers are one of the Netherlands' most successful exports) also represents the bulbs and glasshouse industries.

Rotterdam's World Trade Center, which was inaugurated by Queen Beatrix of the Netherlands last November, is designed to serve the busiest port of the country. An eye-catching 23-storey-high, emerald green, ellipsoid-shaped tower, it is a landmark in the very heart of the city.



Rotterdam's new World Trade Center: an eye-catching 23-storey ellipsoid-shaped tower

only sits on top of the existing exchange building but had to be built right through the existing exchange hall. The Dutch architects, Groosman partners were required, moreover, to ensure that the activities of all exchange markets continued during the building phase.

"Don't ask me how they did it," Mr Van Engelenburg says, "but it was business as usual throughout the building operation which took 3 years and 8 months to complete."

One of the problems world trade centres everywhere are facing is the fact that part of the activities are often duplicated by local chambers of commerce. This is true of Rotterdam. But the highly influential Rotterdam Chamber of Commerce occupies the same building with offices on the third floor. "We have no problems together," comments Dr René de Bok, President of the Rotterdam Chamber.

The centre's main entrance leads to a large lounge which, in turn, forms the forecourt to an immense congress area, the Rotterdam Hall. Together they provide space for 1000 people.

In the same hall, Rotterdam's first Oil Congress was held recently with a view to inaugurating a Rotterdam oil exchange - a logical institution for a city which boasts an internationally influential spot oil market.

In practice, the inauguration of the Rotterdam oil exchange has been delayed for a number of reasons. "But the plan has certainly not been shelved," the President of the Chamber of Commerce stresses. "Rotterdam needs an oil futures market and we are going to have one. The dealers want it, the trade and the oil industry wants it, and so does the municipality."

By the time it opened, some 95 per cent of 40,000 square metres of office space had already been let, more than 200 companies are now profiting from the prestige which the building lends to their corporate image.

The top floor of the tower houses the Laurens lounge, the WTC restaurant, the WTC club, the board room (video conference studio), the town hall room and the Erasmus lobby, an exhibition area for business and product presentations.

But Rotterdam's WTC differs from others in that it also houses the local bourse, the Rotterdam exchange, whose origins date back 400 years. It also contains the insurance exchange, the inland shipping exchange, the exchange of agricultural products and the exchange for currency transactions. The "bourse" also

includes a grain exchange, after as a result, the initial WTC, Chicago the most important grain market in the world.

It was 20 years ago that a Rotterdam trade delegation, on a

More than 200 companies are already profiting from the prestige which the new building lends to their corporate image

visit to New York, first seized on the idea of developing a world trade centre in Rotterdam which operated worldwide.

The wish to erect a more sophisticated WTC persisted and, about four years ago, the city fathers agreed to the building of the 23-storey tower - which not

threaten our position as an international trade and distribution centre. We have to be alert, the world is changing and we have to adjust ourselves to these innovations in technology and infrastructure.

Frisco Endt

As distribution port of Europe

220 million consumers billion live within a 1000 km Rotterdam as distribution port you many advantages. Fast rail, inland barge or coastal

Centralized stock in administration, one ware- organization and one supply of scale have a significant effect on your operations.

Whichever specialist warehouse is used, it will act in your best

with a purchasing power of \$400 radius of Rotterdam. Choosing to serve this European market gives hinterland connections by truck, feeder.

one location means just one house, as well as one central line. It is here where economies



we provide access to some

interest on every distribution task. From Customs clearance and invoicing to computerized stock-control, repacking, assembly and physical distribution. And talking of distribution, virtually any place in Europe can be reached from Rotterdam within 24 hours.

Your customers will recognize your extra service and efficiency if you distribute via Rotterdam.

For more information, contact the Port of Rotterdam, External and Commercial Affairs Department, P.O. Box 6622, NL 3002 AP, Rotterdam, The Netherlands. Tel: INT + 31-(0)10-4894120. Fax: 23077.

220 million consumers.



Port of Rotterdam

If you use our Rotterdam office, how does Europe look?

It's no big problem transporting goods throughout Europe with us. Our headquarters are based in Rotterdam - the hub of international trade on the continent. We also have an office in every other major import and export centre.

It's no big problem when you consider all our expertise and experience in continental markets (not to mention the world). Small wonder then that major shippers use P&O Containers' through transport service.

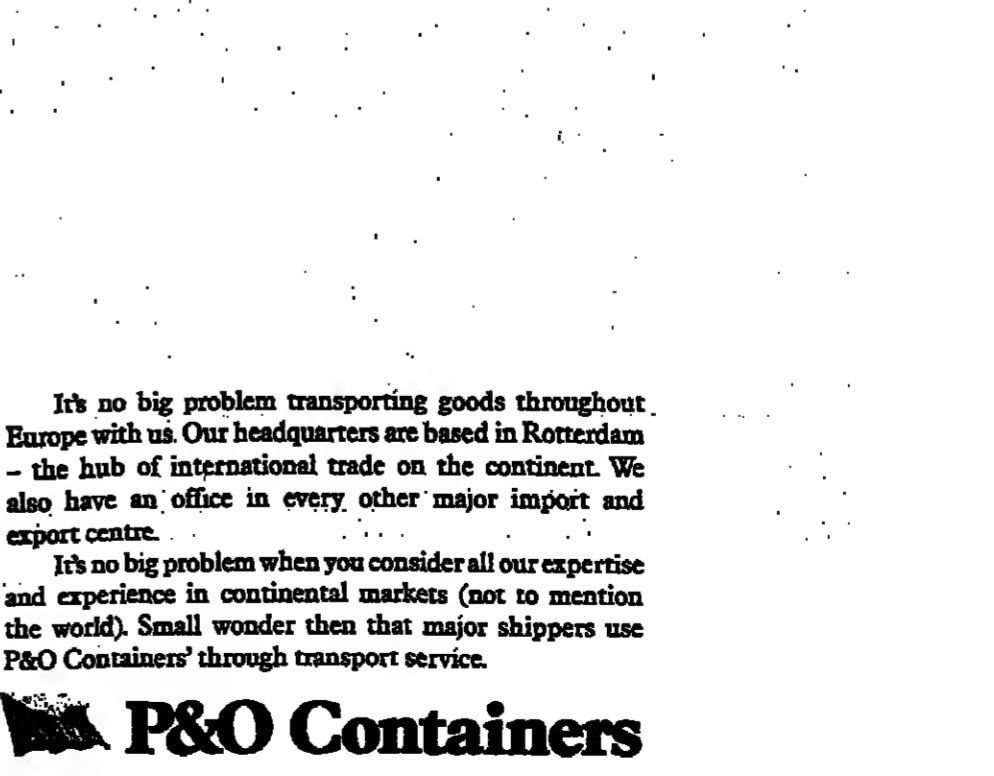
we provide access to some

interest on every distribution task. From Customs clearance and invoicing to computerized stock-control, repacking, assembly and physical distribution. And talking of distribution, virtually any place in Europe can be reached from Rotterdam within 24 hours.

Your customers will recognize your extra service and efficiency if you distribute via Rotterdam.

For more information, contact the Port of Rotterdam, External and Commercial Affairs Department, P.O. Box 6622, NL 3002 AP, Rotterdam, The Netherlands. Tel: INT + 31-(0)10-4894120. Fax: 23077.

220 million consumers.



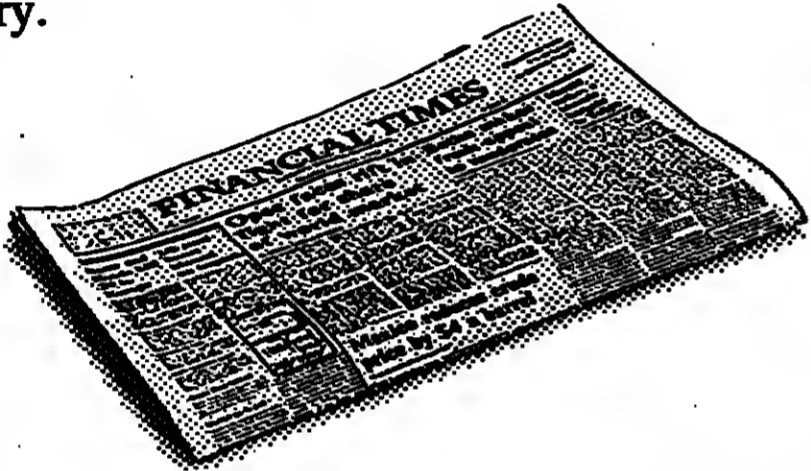
Port of Rotterdam

P&O Containers

NETHERLANDS BANKING AND FINANCE

25 May 1988

The Financial Times proposes to publish a survey on Netherlands Banking and Finance on Wednesday, 25 May 1988. The Netherlands' cosy world of banking and finance is being jostled by the approach of 1992's single market, the crumbling of secret cartel pacts and the rise of hostile takeovers. Fall-out from last year's Stock Market crash has been limited, but the powerful "Klaverblad" of banks is losing its grip on the capital market and financial markets are seeing corporate raiders appear for the first time in modern history.



Other topics included in the survey are:-

★ Commercial Banks ★ Savings Banks ★ Merchant Banks and Brokerage Firms ★ Capital Markets ★ The Stock Exchange ★ Parallel Markets ★ Jobbers ★ Insurance Companies ★ Pension Funds ★ The European Options Exchange ★ Postbank ★ Venture Capital ★ The Guilder and Nederlandsche Bank ★ A profile of the Rabobank ★

For more information about advertising in this survey and a copy of the full synopsis, contact **Richard Willis**.

☎ (020) 23 94 30/22 56 68

Or write to him at **Financial Times (Benelux) Ltd**
Herengracht 472
NL-1017 CA Amsterdam
Telex: 16527

FINANCIAL TIMES

Europe's Business Newspaper

LONDON • FRANKFURT • NEW YORK

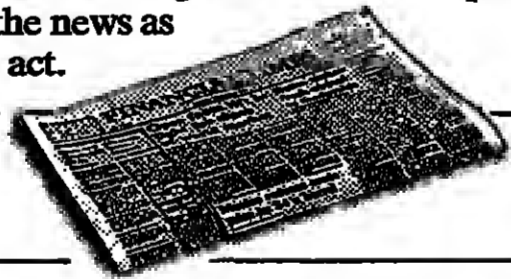
SUBSCRIBE TO THE FT IN THE NETHERLANDS AND . . .

. . . Six days a week the FT's specialist writers will keep you in touch with every political, commercial or financial development that affects the world's markets — and your business.

With full-time correspondents assigned throughout the world, no one gives you the European picture of international business the way we do.

Our presses in Frankfurt roll at 23.00 hrs, long after most European papers have gone to print. So you get the news as it happens, while you still have time to act.

**Read the FT free
for two weeks**



Read the FT, Monday-Saturday, and you get the insight you need to stay in command — ahead of your competitors. But don't take our word. Give us two weeks to show you.

Take out your first subscription to the FT, and we'll send you your first 12 issues free. But that's not all. A subscription to the FT in the Netherlands amounts to a considerable saving on the retail price. If you are not impressed, tell us. We'll cancel your subscription at no cost to you. You have nothing to lose.

Length of Subscription	Subscription Price	Retail Price	Saving
6 months	NF1 357.5	NF1 457.5	NF1 100
12 months	NF1 715	NF1 915	NF1 200
24 months	NF1 1430	NF1 1830	NF1 400

To put us to the test, complete the coupon below and return it to:

Richard Willis, Financial Times (Benelux) Ltd, Herengracht 472, NL-1017 CA Amsterdam, Tel. (020) 23 94 30/22 56 68, Tx 16527.

YES, I would like to subscribe to the Financial Times, Europe's leading business newspaper, and enjoy my first 12 issues free. I will allow up to 21 days before delivery of my first copy. Please enter my subscription for:

(Please tick)

Length of Subscription

*6 months NF1 357.50 *12 months NF1 715 *24 months NF1 1430

Method of Payment

Bill me Charge my American Express/Visa/Eurocard/
Diners Club card account: _____ / _____ / _____
Card Expiry Date: ____ / ____ / ____

Name _____

Title _____

Company _____

Address _____

Tel. _____

I understand that I can cancel my Financial Times subscription at any time and that you will refund the price of the undelivered issues.

Signature _____

Date _____

*Currency rates are only valid for the country in which they are quoted. Subscriptions prices are correct at time of going to press.

Special hand delivery services are available to subscribers in many areas of these cities at no extra charge:

★ Amsterdam ★ Amstelveen ★ Baarn ★ Blaricum ★ Bussum ★ Delft ★ Den Haag ★ Eemnes ★ Eindhoven ★ Groningen ★ Haarlem
★ Heemstede ★ Hilversum ★ Huizen ★ Laren ★ Leiden ★ Leiderdorp ★ Leidschendam ★ Naarden ★ Oegstgeest ★ Rijswijk ★ Rotterdam
★ Scheveningen ★ Utrecht ★ Wassenaar. ★

FINANCIAL TIMES

Europe's Business Newspaper

LONDON • FRANKFURT • NEW YORK